

## CORPORATE HUMAN RESOURCES

Corporate Human Resources, as part of the Ministry of Treasury Board, is the central human resources department of the Government of Alberta. Corporate Human Resources collaborates with ministries and facilitates the development of government-wide strategic human resource policies, programs and initiatives to ensure that public service employees are positioned to do their best work on behalf of Albertans.

### VISION

*Alberta's Public Service – Proudly working together to build a stronger province for current and future generations.*

### MISSION

The Government of Alberta has a strong public service to deliver high quality programs and services to Albertans.

**Our Values: Respect, Accountability, Integrity, Excellence**

## LINK TO THE GOVERNMENT OF ALBERTA STRATEGIC BUSINESS PLAN

The key linkages and contributions of Corporate Human Resources to the Government of Alberta goals are highlighted below:

**Government of Alberta Goal 4: Alberta will have a financially stable, open and accountable government and maintain its strong position nationally and internationally.**

Corporate Human Resources contributes to this government goal by:

- Ensuring the Government of Alberta has the skilled workforce needed to provide important public services in the future by implementing attraction and retention strategies.

## SIGNIFICANT OPPORTUNITIES AND CHALLENGES

As an employer, the Government of Alberta operates in an environment with changing demographics and economic trends. The following opportunities and challenges have been identified:

### **Right Skills at the Right Time**

To ensure employees with the required knowledge, skills and competencies are available now and in the future, we will focus on learning and development, effective utilization of employees' skills and positioning the Government of Alberta as an attractive employer.

### **Healthy and Productive Work Environment**

To sustain a dedicated workforce, it is important to build strong and positive workplace relationships, provide a safe and healthy work environment, support employee well-being and development and recognize employee contributions.

## STRATEGIC PRIORITY

Through Corporate Human Resources' review of external and internal challenges, the strategic priority described below has been identified. This is in addition to the important ongoing core activities of the department.

- 1. Implement Government of Alberta attraction and retention strategies**  
**Linkage:**  
**Goal 1**
- Corporate Human Resources facilitates a corporate approach to ensure the Government of Alberta has the skilled workforce needed to provide important public services in the future by implementing attraction and retention strategies. The Alberta Public Service Workforce Plan, which guides cross-government human resource programs and initiatives, is developed and implemented in collaboration with Deputy Ministers, the human resource community and other stakeholders. Further information on the plan and its initiatives can be found at [www.chr.alberta.ca/apsworkforceplan](http://www.chr.alberta.ca/apsworkforceplan).

## CORE BUSINESS, GOAL, STRATEGIES & PERFORMANCE MEASURES

**Core Business One: Strategic leadership of human resource management for the Alberta public service**

### GOAL ONE **1** Effective cross-government human resource policies, programs, and initiatives

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**What It Means** Effective human resource policies ensure a corporate approach that is consistent, fair and transparent, and establish accountability for the management of human resources across the Alberta public service. Effective human resource programs and initiatives enable the Government of Alberta to have skilled employees to meet current and future needs, in a quality and productive work environment. Corporate Human Resources (CHR) works in collaboration with ministry stakeholders to develop strategic human resource policies, programs and initiatives, and promotes effective cross-government implementation through communication, education, consulting and direct service delivery.

- Strategies**
- 1.1 In partnership with ministry stakeholders, develop human resource policies, programs and initiatives to meet current and emerging business needs.
  - 1.2 Working with ministry stakeholders, promote consistent interpretation and application of human resource policies, and associated directives and guidelines across the Alberta public service.
  - 1.3 Through shared leadership with ministry stakeholders, promote effective implementation of cross-government human resource programs and initiatives.

<b>Performance Measures</b>	<b>Last Actual 2009</b>	<b>Target 2010-11</b>	<b>Target 2011-12</b>	<b>Target 2012-13</b>
1.a Stakeholder agreement that the Alberta public service has effective human resource policies	72%	74%	76%	78%
1.b Stakeholder satisfaction with working relationships with Corporate Human Resources	76%	78%	80%	82%
1.c Stakeholder agreement that the tools and supports for implementing cross-government human resource policies, programs and initiatives are useful	66%	69%	72%	75%