



Relax... it's summer!

Although summer is typically a time when things tend to slow down a bit, the ORO continues to deliver capacity-building tools for our communities. In June, we made a presentation to CIO's and senior managers at the annual Executive Summit. This was a great opportunity to showcase our key initiatives, and seek participants' feedback and input on community needs. The ORO will incorporate these recommendations into future initiatives. To everyone who will be taking some much-deserved time-off, on behalf of everyone at the ORO, I wish you a safe and relaxing vacation.

PS. To view an unformatted text version of the Voice, refer to ORO's new URL at www.ORO-BGC.gc.ca

Nikolas Florakas
Director General, ORO

IT Community

IT Community HR Framework Project

The CS Generics are classified!

The IT Community HR Framework project team has completed the classification of Generic Work Descriptions (GWDs) for CS-01 to CS-05 for large and medium centralized IT organizations. This considerable task was completed with the support and collaboration of 18 large and medium government departments, representing 80% of the CS population.

The implementation / launch of the complete inventory of products, which includes Behavioural and Technical Competency Dictionaries, Organizational Models, Job Streams, GWDs, and Job Competency Profiles, is scheduled for late fall 2006.

To prepare for implementation, CIO's will be asked to participate in the completion of a Departmental checklist, which will be made available to departments this summer.

The ORO will also conduct a Change Management environmental

assessment. These results will guide the development of communications tools, and customized training for both IT and HR resources, for those departments ready to implement the CS GWDs and other tools.

The next phase of the project, scheduled to begin in the fall, will involve developing the same generic tools for small and regional IT organizations. For more information, contact Mark.Brûlé@pwgsc.gc.ca

CS-05 Collective Staffing Initiative

The IT Community Development Office launched a CS-05 Collective Staffing Initiative. We have received 380+ applications and will begin the screening process shortly. This will be followed by testing and interviews, which we expect to be completed by late fall 2006. For more information on collective staffing, contact Christine.Tremblay@pwgsc.gc.ca

Integrated Business & HR Plan

Recently, a number of CIO's formed a Steering Committee to design and develop a government-wide, integrated Business & HR plan for the IM and IT Communities.

This integrated plan will focus on a number of components, including external recruitment and internal staffing, classification, workplace well-being, employment equity, official languages, labor relations, and learning and professional development. It will enable CIO's and senior managers to make strategic and informed decisions regarding HR practices within their organizations.

A one-day facilitated session was held on June 6th, with over 47 senior managers and CIO's in attendance. From that session, a draft plan was developed and presented at the June Executive Summit for comments and recommendations. An implementation plan will be developed that will address the six HR components that were identified in the plan.

For more information on the Integrated Business & HR Plan, contact Christine.Tremblay@pwgsc.gc.ca

IM Community

IM Professional Development & Certification Program

The last pilot course for the IM Curriculum – the IM Life Cycle Course – was held in June. All 7

of the IM Curriculum courses are now available through the Canada School of Public Service.

Thank you to all members of the community who participated in these pilots and special thanks to those who participated in all 7! Their knowledge and expertise have been invaluable in curriculum development.

IM Generic Work Descriptions

ORO and the IM Community are in the preliminary stages of developing generic work descriptions for IM positions and will be conducting consultation sessions in the fall. In the meantime, any inquiries or comments can be directed to Mary.McLeod@pwgsc.gc.ca

General interest

The 6th annual IM Day will be held over 2 days, October 2 and 3, 2006, at the Ottawa Congress Centre. This year's theme is "Taking Care of Business". Day-two will focus on interaction and collaboration within the IM community, and the Council of Federal Libraries will hold its annual fall seminar on Wednesday, October 4, 2006.

SD Community

The SD Community Development Division continues to work with emerging communities of practice, such as Enterprise Architecture, that have operational alliances with the SD community. The two are learning from each other by sharing community building practices.

How to Reach Us

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