

## Welcome

It is my pleasure to launch the first edition of The Voice, a quarterly newsletter dedicated to providing you with relevant information on the **Organizational Readiness Office's** (ORO) initiatives in support of community development, including **IT Leadership Development Programs, Collective Staffing initiatives, the IM Certification Program** and others. This inaugural newsletter focuses specifically on the IT Community HR Framework project. We hope you enjoy this publication and we look forward to your comments on these exciting initiatives.

Nikolas Florakas  
Director General Organizational  
Readiness Office

## IT Community HR Framework Project

The IT Community HR Framework (HRF) project represents a government-wide approach to managing and developing dynamic, committed and mobile IT resources. It is a community-led initiative that will result in the development of competency-based HR tools and processes that provide a consistent and coordinated approach to HR functions.

### Identifying the need for a common HR framework

Throughout the IT community of the Public Service, there are hundreds of different job titles and work descriptions supporting IT positions. Each department or agency structures its work in keeping with its business needs, and describes and labels the work accordingly. As a result, organizations don't share a common list of titles for most IT jobs, nor do they define jobs or identify technical qualifications or behavioural competencies in a consistent manner.

### The HR Framework Model

While the competency-based HR Framework applies to the IT community, it was designed to support all GOC communities.



### How would you benefit?

Benefits of a common HR tools include:

- Increased mobility due to standardized tools and processes
- Employees can take ownership of their own career development
- Learning and development programs are focused on competencies
- Enterprise-wide collective staffing initiatives to streamline hiring process, e.g. Pre-Qualified Pools (PQPs)
- Development of more "home grown" managers

## Current Focus

Over the next two years, the project team will develop and publish:

### Behavioural & Technical Competency

**Dictionaries:** To be published with Users' Guides to maximize usage and value.

### Organizational Design, Classification & Compensation:

Includes Generic Work Descriptions, with rationales, aligned with functional organizational structures for large, medium, small and regional IT organizations.

### Job Competency Profiles:

Aligned with generic work descriptions and IT job streams. For more information, check out [http://publiservice.solutions.gc.ca/oro-bgc/comapp/comapp\\_e.asp](http://publiservice.solutions.gc.ca/oro-bgc/comapp/comapp_e.asp)

In alignment with **Learning and Professional Development** of the HRF, the IT Community Office is reviewing its Leadership Development Programs to ensure they meet the organizational leadership challenges within the IT Community, while aligning with the Canada School of

Public Service (CSPS) and other leadership development programs.

### Collective Staffing

In alignment with **Resourcing** of the HRF, the IT Community Office is launching a collective staffing initiative for CS05, EX02 and EX03's under the new Public Service Employment Act.

## Future Focus

### Resourcing

Develop competency-based HR tools and processes to support efficient and effective staffing actions.

### Performance Management

Develop competency-based HR tools and processes to support the Performance Management cycle, including: establishing work and learning objectives, providing on-going coaching and feedback, and conducting end-of-cycle evaluation.

### Business and HR Planning

Identify and respond to current and future HR needs necessary for an organization to achieve its business objectives.

## Launch Workshop

On November 9, the IT Community HR Framework project hosted the Working Group launch workshop for large and medium IT organizations. Over 50 participants and observers attended this successful event. The groups will now meet monthly to review and validate the HR tools developed. Thanks again to all the participants!

## How to Reach Us

For information on the IT Community HR Framework project, contact [John.Devlin@pwgsc.gc.ca](mailto:John.Devlin@pwgsc.gc.ca). For information on Collective Staffing or the Leadership Development Programs, contact [Christine.Tremblay@pwgsc.gc.ca](mailto:Christine.Tremblay@pwgsc.gc.ca). To discuss IM Community initiatives, contact [Catherine.Zongora@pwgsc.gc.ca](mailto:Catherine.Zongora@pwgsc.gc.ca) or [Carmen.Davis@pwgsc.gc.ca](mailto:Carmen.Davis@pwgsc.gc.ca) for an update on the Service Delivery Community.