

A job worth doing...

...is worth doing right! We've all heard this adage many times before, but it's never been truer than with the launch of **IT Community Generics**.

On July 23, the ORO released Phase I of the much-anticipated IT Community Generic products. In addition to the new [web site](#) that will host the generic products, implementation tools and communications products, the project team is ready to meet with and provide guidance to departments implementing the products.

Congratulations to all: the project team, led by Mark Brûlé; our project partners, CPSA; the dedicated working group members who helped develop and validate the products; and PIPSC, for their valuable input and recommendations.

As I said, a job worth doing, is worth doing right. And with the support of so many, we sure did it right!

Nikolas Florakas
Director General, ORO

ORO News

Refreshed Web Site

The ORO is pleased to announce the completion of our new web site, www.ORO.gc.ca. As our mandate evolved, and ORO's product and service offerings progressed, we wanted to ensure our web presence reflected the scope of our abilities. Thank you to PWGSC Web Services for all their support.

IT Community Development Office

Health Canada prepares to implement IT Community Generics

Health Canada successfully completed Phase I: Organizational Readiness Assessment (ORA), and has begun

preparing to implement IT Community Generics later this year.

VAC declares Phase II, Implementation of IT Community Generics a success!

As part of the pilot launch, Veterans Affairs Canada (VAC) volunteered to be the first department to adopt a new, standardized organizational model and map members of their CS community to Generics Work Descriptions. First step in the process focused on moving 155 CS staff to Generics; regional staff are targeted to move to generics later this year. All 155 CS employees in the target group have completed sign-off sheets and HR is in the process of formalizing the new positions in the HR System.

Launch of IT Community Generic Products

With the launch of IT Community Generics, the project team is now finalizing the product set for Small/Regional departments and expect to launch in October of this year.

The experience and knowledge gained through implementation work conducted at two Pilot sites confirms the need for departments to conduct an Organizational Readiness Assessment (ORA). The ORO strongly advocates this step and will support departments that follow the guidelines outlined in the [Implementation Guide](#). The benefits of conducting an ORA are many. ORO, CPSA and PIPSC have agreed to work closely with departments to assure a consistent adoption of IT Generics takes place across the Public Service.

Many departments are gearing up for, or have expressed an interest to adopt IT Generics and we expect September to be the start of a very busy period assisting with departmental implementations. ORO resources can be available to provide Subject Matter Expertise and/or direct project participation, based on an MOU agreement.

IT Generics Implementation Information Sessions

CPSA is hosting Information Sessions on the implementation of CS Generic Work Descriptions. This half-day learning event will define how to use generic work descriptions for managers who supervise CS positions, and for organization and classification advisers who advise on their implementation within organizational models. Three sessions are scheduled, and space is limited, so [reserve](#) your spot today.

Completion of CS-05 Collective Staffing Initiative

In June, the ORO hosted a job fair to promote the candidates who were successful in the CS-05 Collective Staffing Initiative. Seventeen departments participated in the event, 7 of which set up kiosks to provide additional opportunities for candidates to meet with departmental representatives. This was in addition to the pre-scheduled meetings between candidates and representatives. Judging from the reaction from departments and the number of candidates who received an "intent to offer" as a result of the job fair, the event was considered a great success.

Coming soon: Look for details on CS-01 and CS-04 recruitment and staffing initiative, and the Revised IM and IT Management Development Program (MDP) in future editions of the Voice.

"Opportunity is missed by most people because it is dressed in overalls and looks like work."

Thomas Edison

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