

**ACTION PLAN IMPLEMENTATION STATUS UPDATE
REPORT TO THE AUDIT COMMITTEE
AS OF JUNE 30, 2014**

Saskatchewan Region			
<i>Management Practices Audit- Saskatchewan Region</i>			
APPROVAL DATE: 11/22/2012			
PROJECT RECOMMENDATIONS	ACTION PLAN	EXPECTED COMPLETION DATE	PROGRAM RESPONSE
	<p>the in the Regional Corporate Business Plan for 2012-13, and will update this analysis when the Regional Corporate Business Plan for 2013-14 is complete. This HR planning analysis will be approved by regional HRMC and will be considered in decisions related to staffing and learning.</p>		<p>Dash Board, a tool which provides information/stats on emerging demographic trends and tracks Regional HR diversity. Regional HRMC receives quarterly HR Dash Board updates.</p> <p>Integrated Planning: Corporate Planning and Human Resources staff have worked closely with each directorate in the Saskatchewan region to initiate directorate-level integrated planning. A template was adopted which includes both business planning and HR planning information elements. An integrated business planning and HR planning session was delivered in Q4. This session engaged directors, managers, and staff, in a discussion regarding regional priorities and human resources management implications. Business Planning and HR Planning information has been integrated at the strategic level in the finalized Saskatchewan Region Corporate Business Plan for 2014-15.</p> <p>AES: Implementation ongoing. The recommendation will be closed upon</p>

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			completion of the updated regional succession plan, now scheduled for Q2.
<p>2. The Regional Director General of the Saskatchewan Region should use the results of the Public Service Employee Survey, published in February 2012 to gather information on possible communication, employee morale and values and ethics issues in the Region and establish a benchmark from which to develop an action plan in response.</p>	<ul style="list-style-type: none"> • Undertake an analysis of the PSES results of the Saskatchewan Region. • The Region will establish a PSES 2011 Action Plan Committee led by an EX Champion, and include representative(s) of middle management and staff representation from the four office locations. • The Region will prepare and implement an action plan in response to the PSES 2011. The proposed action plan and periodic progress updates will be communicated to all regional 	<p>March 31, 2013</p>	<p>Status: - request to close (completed)</p> <p>Update / Rationale: As of 31/03/2013:</p> <p>An executive champion was assigned to developing the PSES Action Plan. A working group was established with employees from all levels and office locations. The working group conducted an analysis of the PSES results and held staff consultation sessions in all four office locations. The PSES action plan was drafted by the working group, approved by the region's Human Resources Management Committee, and launched at</p>

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	staff.		an All-Staff meeting. AES: Implemented. Closed.
3. The Regional Director General of the Saskatchewan Region should ensure the Region develops a formal and documented approach to risk management, including an ongoing process and governance structure for identifying, assessing, monitoring and assigning responsibility for risk mitigating actions. In the development of a regional approach to risk management, the Saskatchewan Region should leverage AANDC corporate risk management expertise where relevant and practical to help ensure a consistent approach to risk management is adopted.	<ul style="list-style-type: none"> The Region will develop a Regional Risk Profile through consultation with middle and senior managers, with technical support from AANDC HQ risk management experts. The Region will develop a mitigation action plan, which will be monitored by the Regional Financial Management Committee. Information from the Regional Risk Inventory and the Mitigation Action Plan will inform the development of the 2013-14 Regional Corporate Business Plan and quarterly reports. 	<p>Regional Risk Profile complete by January 31, 2013</p> <p>Regional Mitigation Action Plan Completed by March 31, 2013, with implementation and monitoring commencing April 1 2013.</p>	<p>Status: - request to close (completed)</p> <p>Update / Rationale: As of 31/03/2013:</p> <p>In consultation with the middle managers and through discussions among the senior managers, a regional Corporate Risk Profile was created, as well as a Risk Management tool, which allows for regular monitoring of mitigation activities. Each risk in the regional corporate risk inventory is assigned to a director for the purposes of monitoring and updating the senior management team on mitigation activities. The Risk Inventory is informing the integrated regional planning process for 2013-14.</p> <p>AES: Implemented. Closed.</p>
4. The Regional Director General of	Region will continue to identify and	March, 2013	Status: Request to Close (Completed)

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<p>the Saskatchewan Region should ensure the Region formally documents its approach to performance measurement, including defining the process to develop, integrate, monitor, and report on performance indicators, as well as the process to adjust course, as necessary.</p>	<p>report on performance indicators and milestones in the Quarterly Reports.</p> <p>The Region will develop a Regional Performance Measurement Regime, documenting processes with respect to the development, monitoring and reporting of performance measures in the following contexts:</p> <ul style="list-style-type: none"> • The Regional Corporate Business Plan and Quarterly Reports. • Directorate-level Work plans. • Project/Strategy Specific Plans. • Performance Agreements for executives. 		<p>Update/Rationale: As of 30/06/2013:</p> <p>Performance indicators and milestones have been identified in all quarterly reports for 2012-13.</p> <p>The Region will build performance measurement into the integrated HR and Business Planning process. (See recommendation number 1) A Directorate Planning template has been developed which captures milestones, performance measures and targets. Directorates will track progress against these indicators internally. Key indicators have been rolled-up into the Regional Corporate Business Plan and will be reported quarterly as part of the department's quarterly reporting process.</p> <p>AES: Significantly implemented. The recommendation will be closed. Closed.</p>