

Public Service Commission

Mandate

As an internal service provider, the Public Service Commission (PSC) plays a corporate support role to government departments and agencies. Our department mandate is to ensure that the Nova Scotia Government has the human resources required to manage, create and deliver excellent, high-quality programs and services to citizens. We achieve this by developing, implementing and evaluating corporate human resource policies, programs, services and standards. In addition, the PSC is the government's agent for collective bargaining with unions that represent direct government employees and provides advice to government on collective bargaining in the broader public service.

Vision

Inspired, client-focused professionals delivering innovative human resource programs to advance employee engagement and the work of the Nova Scotia public service.

Mission

To deliver solutions that create and sustain an engaged workforce.

Responsibilities

The PSC's core responsibilities are as follows:

LABOUR/EMPLOYEE RELATIONS AND BENEFITS

This unit is responsible for labour relations, collective bargaining, employee relations, benefits, and workplace investigations.

CLIENT SERVICE DELIVERY

This unit is responsible for human resource service delivery, occupational health and safety, absence management, and recruitment and selection.

CORPORATE BUSINESS DEVELOPMENT AND SUPPORT

This unit is responsible for compensation, classification, policy and planning, budget and administration, and human resource systems and information management.

PEOPLE AND CULTURE

This unit is responsible for respectful workplace, corporate diversity and inclusion, organizational effectiveness, psychological health and safety, employee engagement and innovation, and employee learning and development.

List of Acts Administered

- *Civil Service Act* and regulations
- *Civil Service Collective Bargaining Act*
- *Public Interest Disclosure of Wrongdoing Act* and regulations

Employment-related Acts administered by other departments

- *Public Service Act*
- Personal Services Contract Regulations under the *Public Service Act*
- *Public Service Sustainability Act*
- *Teachers' Collective Bargaining Act*
- *Highway Workers Collective Bargaining Act*
- *Trade Union Act*
- *Conflict of Interest Act*

Administrative update: **December 18, 2017**
