

Executive Council

BUSINESS PLAN 2013-16

ACCOUNTABILITY STATEMENT

This business plan was prepared under my direction, taking into consideration the government's policy decisions as of February 13, 2013.

original signed by

Alison Redford, QC, Premier
February 20, 2013

THE MINISTRY

The ministry consists of the Department of Executive Council.

Executive Council's mission is to ensure effective strategic planning and policy development across government, engage Albertans and the broader global community and promote a vibrant and innovative public service. Its core businesses are to:

- support strategic planning, policy development and decision-making for the Government of Alberta;
- help ministries communicate and engage with Albertans and tell Alberta's story around the world; and
- provide strategic leadership of human resources management for the Alberta Public Service (APS).

Programs and services delivered by the ministry will be reviewed for relevance, effectiveness and efficiency in accordance with the Government of Alberta's *Results-based Budgeting Act*.

A more detailed description of Executive Council and its programs and initiatives can be found at alberta.ca/executivecouncil.cfm. A more detailed description of Corporate Human Resources can be found at www.chr.alberta.ca.

This business plan is aligned with the government's goals as set out in the *Government of Alberta Strategic Plan*.

GOALS, PRIORITY INITIATIVES AND PERFORMANCE MEASURES

As a result of the ministry's review of its goals, environment, opportunities and challenges, a number of priority initiatives have been identified. Government commitments to Albertans are identified with a ✓.

Goal One: The Alberta Public Service has effective leadership and governance

Albertans require an agile, adaptable, creative and collaborative public service that effectively delivers on government priorities. Strong enterprise governance of the APS is achieved through exemplary leadership at all levels and working across boundaries to align objectives and better achieve the broader outcomes Albertans expect. Given the complexity of our environment now and into the future, it is important that the APS continues to be governed through leadership practices that ensure excellence.

Priority Initiatives:

- ✓ 1.1 Implement and refine a governance model for leadership of the APS.
- ✓ 1.2 Champion and ensure integrated decision making across the APS to provide quality service for Albertans.
- ✓ 1.3 Lead the organizational transformation and renewal of the APS to ensure all public servants are empowered to make a difference in the lives of Albertans.

Performance Measure	Last Actual 2012-13	Target 2013-14	Target 2014-15	Target 2015-16
1.a Alberta Public Service employee agreement that they have confidence in the senior leadership of their ministry or department	54%	56%	61%	66%

Goal Two: Government policy, planning and decision-making is supported by the best policy advice from the public service

Decision-makers need comprehensive and coordinated policy and planning advice and analysis, including input from Albertans, to make strategic decisions. This requires quality decision documents and an efficient and effective Cabinet decision-making system that allows decision-makers to engage in meaningful discussions. Ministries need coordinated support and analysis to ensure their initiatives and regulations align with government direction, especially the government's focused agenda. Government direction is coordinated through the development of the *Government of Alberta Strategic Plan*. Achieving this goal ensures that decision-makers and ministries are provided with the appropriate context and support to meet the government's overall vision and goals.

Priority Initiatives:

- 2.1 Support ministerial groups and other collaborative groups to enhance cross-department engagement, provide strategic direction and increase policy coherence.
- 2.2 Enhance corporate governance by Deputy Ministers to provide quality oversight across the Government of Alberta's operations.
- 2.3 Strengthen the policy capacity of the APS by increasing knowledge of effective policy development and decision-making processes to deliver quality policy advice and successful implementation.
- 2.4 Work collaboratively with ministries to improve the quality of Alberta's regulatory systems and oversee the ongoing review of regulations so that policy outcomes can be achieved effectively and efficiently.

Performance Measure	Last Actual 2011-12	Target 2013-14	Target 2014-15	Target 2015-16
2.a Satisfaction of Policy Coordination Office clients with products and services	90%	90%	90%	90%

Goal Three: Government communications are coordinated and effective

Albertans need comprehensive, two-way communication to engage with their government about programs and services that matter most to them. Other provinces and countries need clear, concise communications on Alberta's priority initiatives. It is important that this information is delivered in a consistent, coordinated manner and effectively and efficiently reaches the intended audiences. To be successful, the APS also needs effective internal communications so it can provide coordinated policy advice to ensure government's focused agenda and core businesses are implemented in an effective and coordinated manner.

Priority Initiatives:

- 3.1 Ensure coordinated and effective two-way communication and engagement with Albertans by continuing to implement a strategic communications plan in addition to topic-specific communications strategies.
- 3.2 Coordinate with ministries and organizations to promote Alberta's energy, immigration, employment, investment and tourism potential to the world. Create corporate products such as advertisements, videos and print materials to ensure understanding of the Alberta government agenda at home and abroad.
- 3.3 Enhance communications with Albertans, other Canadians and the rest of the world through social media channels and other emerging web technologies.
- 3.4 Coordinate advertising/marketing initiatives and the corporate identity program with ministries to ensure products are aligned with government priorities and to ensure integrity and efficiency.
- 3.5 Provide crisis communications coordination and support in times of emergency.

Performance Measures	Last Actual 2011-12	Target 2013-14	Target 2014-15	Target 2015-16
3.a Public satisfaction with government communications	68%	71%	71%	71%
3.b Public satisfaction with the Government of Alberta home page	84%	90%	90%	90%
3.c Government client satisfaction with communications and support services	94%	95%	95%	95%

Goal Four: Alberta Public Service employees are skilled and engaged

As an employer, the Government of Alberta operates in an environment with changing demographics and economic trends. With a strategic approach to human resource management we are positioned to have a strong, innovative public service that can deliver efficiently on government goals. Effective human resource policies promote a cross-government approach that is consistent and fair. Effective human resource programs and initiatives enable the Government of Alberta to have skilled and engaged employees to meet current and future needs, in a supportive and productive work environment. Corporate Human Resources works in collaboration with ministry stakeholders to achieve this goal and promotes effective implementation through communication, education, consulting and direct service delivery.

Priority Initiatives:

- ✓ 4.1 Provide overall support to organizational renewal and transformation of the public service and the Reaching Our Full Potential movement to inspire staff to make a difference in the lives of Albertans, work with purpose and pride, achieve through innovation and collaboration, and ensure that the Government of Alberta is a great place to work.
- 4.2 Ensure the effectiveness of human resource policies through consultation, development and enhancement of policies, guidelines and directives.

Performance Measures	Last Actual 2010-11	Target 2013-14	Target 2014-15	Target 2015-16
4.a Stakeholder agreement that the Alberta Public Service has effective human resource policies	68%	70%	72%	74%
4.b Stakeholder agreement that overall, the Alberta Public Service has effective strategies to attract, develop and engage employees	64%	67%	69%	71%

OPERATIONAL PLAN

(thousands of dollars)	Comparable			2013-14 Estimate	2014-15 Target	2015-16 Target
	2011-12 Actual	2012-13 Budget	2012-13 Forecast			
Operational Expense						
Office of the Premier / Executive Council	12,395	13,101	13,101	12,510	12,851	13,081
Public Affairs	17,634	20,022	19,022	16,975	17,800	17,983
Corporate Human Resources	15,297	21,775	21,775	21,195	21,383	21,366
Total	45,326	54,898	53,898	50,680	52,034	52,430