



**First Nations and
Métis Relations**



**Saskatchewan
Public Service
Commission**

Partnership Agreement

between

Public Service Commission

and

First Nations and Metis Relations

The parties to this agreement in principle recognize that Aboriginal people (First Nations, Métis and Inuit) are not represented in the executive government workforce in all occupations and all levels in proportion to their potential labour force numbers. Therefore, the parties agree to work together to recruit and retain Aboriginal people as a means to contribute towards building a representative workforce wherein Aboriginal people are employed in all classifications and at all levels in proportion to their representation in the working age population within the community or the provincial population.

The parties further agree that the development of such a partnership will require the establishment of a relationship involving close cooperation among the parties having individual and joint rights, responsibilities and authorities in a manner which promotes:

- Fairness and equity
- Consistency of approach
- Mutual respect and dignity
- Open communication
- Trust

The parties agree to:

1. Work with departments of executive government, post secondary educational institutions, and the Aboriginal community to develop and implement action plans and establish ongoing connections that:
 - Enhance the recruitment, selection and training of Aboriginal workers for occupations across executive government;
 - Identify workplace barriers that may discourage or prevent Aboriginal workers from entering and remaining in public service positions;
 - Develop linkages to the Aboriginal labour force;
 - Support Aboriginal career development for Aboriginal employees; and
 - Promote retention initiatives for Aboriginal people employed in the public service.
2. Develop appropriate strategies to put forward interests and/or proposals to unions that may include new collective agreement provisions that facilitate recruitment and retention of Aboriginal people;
3. Build organizational commitment, with hiring managers, to the goal of achieving an Aboriginal representative workforce;
4. Promote or publicize initiatives undertaken by public service employees to encourage, facilitate and support the development of a representative workforce;
5. Work with hiring managers and new Aboriginal employees to ensure an accepting and supportive workplace environment; and
6. Generate a work plan indicating both short and long-term strategies, including strategies for:
 - co-monitoring progress of the agreement
 - co-evaluating results of the agreement

Signed this 27 day of February, 2007

Original signed by Richard Gladue

On behalf of First Nations and Métis Relations

Original signed by Clare Isman

On behalf of Public Service Commission