

**ACTION PLAN IMPLEMENTATION STATUS UPDATE  
REPORT TO THE AUDIT COMMITTEE  
AS OF SEPTEMBER 30, 2013**

<b>ESDPP</b>			
<i>Management Practices Audit: Education and Social Development Programs and Partnerships</i>			
<b>APPROVAL DATE: 04-26-2013</b>			
<b>PROJECT RECOMMENDATIONS</b>	<b>ACTION PLAN</b>	<b>EXPECTED COMPLETION DATE</b>	<b>PROGRAM RESPONSE</b>
<p>1. The Assistant Deputy Minister of the Education and Social Development Programs and Partnerships Sector should ensure that HR planning activities within the Sector continue to address both Departmental requirements as well as all pertinent HR risks, including those related to succession planning and training and development. The results of HR planning activities should be consolidated and documented within the Sector's HR Plan. Further, as the Sector HR Plan is implemented, appropriate adjustments should be made to reflect changes in the Sector's objectives and environment.</p>	<p>The ESDPP Sector is of the view that its existing human resources planning approaches, which includes its Human Resources Action Plan and its PSES Action Plan, do focus on implementing strategies that will help achieve Departmental and sector objectives as well as greater organizational effectiveness. That said, in its 2013-2014 Human Resources Action Plan, ESDPP will address risks, including those related to succession planning, as well as training. ESDPP has prepared a robust PSES Action Plan that also highlights these issues and will draw commitments from that plan into the broader Human Resources Action Plan so that there is integration. Adjustments to the Human Resources Action Plan will continue to be made, as necessary, to reflect changes to the sector's objectives and</p>	<p>June 2013</p>	<p><b>Status:</b> <i>Underway</i></p> <p><b>Update/Rationale:</b> <b>As of 30/06/2013:</b></p> <p>The 2013-2014 ESDPP Human Resources Action Plan now has specific action items that address the risks identified in the audit, including those related to succession planning, as well as training. The Narrative of the HR Plan, which provides an overview of the sector's HR objectives and areas of focus, is currently being finalized.</p> <p>To complement this, the ESDPP response to the 2011 Public Service Employee Survey (PSES) is geared towards addressing issues identified by respondents. Measureable objectives have been developed to correspond with these priorities and then have been put in the Part A of the HR Plan.</p> <p>The ESDPP Senior Management team is now reviewing both the HR Plan and the PSES Action Plan on at least a bi-monthly basis. This is allowing the Management team to track progress against targets and mitigate risks as they arise.</p>



**ACTION PLAN IMPLEMENTATION STATUS UPDATE  
REPORT TO THE AUDIT COMMITTEE  
AS OF SEPTEMBER 30, 2013**

<b>ESDPP</b>			
<i>Management Practices Audit: Education and Social Development Programs and Partnerships</i>			
<b>APPROVAL DATE: 04-26-2013</b>			
<b>PROJECT RECOMMENDATIONS</b>	<b>ACTION PLAN</b>	<b>EXPECTED COMPLETION DATE</b>	<b>PROGRAM RESPONSE</b>
	<p>progress on the HR Plan through complementary activities like its new Social and Well-Being Committee, its HR Achievement Report, and the sector's quarterly reports.</p>		<p>constituted itself, established a Terms of Reference, developed an evergreen work plan and has already organized an all staff meeting where the new sector awards program was piloted. The Workplace Well-Being Committee has also struck Task Teams to ensure that results are being achieved. One such Task Teams will develop and recommend an approach to routinely engage ESDPP employees on the PSES Action Plan implementation.</p> <p>An "Achievement to Date" column was added to the PSES Action Plan Table and circulated amongst Managers to gain an updated progress report.</p> <p>ESDPP has also formalized a process for assessing overall training requirements at a sectoral level, including official languages, in order to maximize resources and promote professional development opportunities.</p> <p><b>AES: Substantially Implemented. Recommendation to be closed. Closed.</b></p>



**ACTION PLAN IMPLEMENTATION STATUS UPDATE  
REPORT TO THE AUDIT COMMITTEE  
AS OF SEPTEMBER 30, 2013**

ESDPP			
<i>Management Practices Audit: Education and Social Development Programs and Partnerships</i>			
<b>APPROVAL DATE: 04-26-2013</b>			
PROJECT RECOMMENDATIONS	ACTION PLAN	EXPECTED COMPLETION DATE	PROGRAM RESPONSE
	<p>mitigation strategies continue to be integrated into existing processes and ongoing work. This includes the use of tools and profiles already in place and being implemented within the sector (such as the Corporate Risk Profile, Education Branch Risk Profile, as well as risk-related sections of the Sector Business Plan and related quarterly reports), as well as tools currently being developed and/or updated (such as the Education Risk Mitigation Strategy, and risk profiles for all five Social programs).</p> <p>ESDPP will leverage existing communications forums to ensure risk messages are communicated to employees, including all staff meetings, branch meetings, various manager's forums, emails, and information circulars.</p>	<p>Education Risk Mitigation Strategy to be completed by end July 2013</p> <p>Social Programs Risk Profiles completed by end April 2014</p> <p>April 2013</p>	



**ACTION PLAN IMPLEMENTATION STATUS UPDATE  
REPORT TO THE AUDIT COMMITTEE  
AS OF SEPTEMBER 30, 2013**

<b>ESDPP</b>			
<i>Management Practices Audit: Education and Social Development Programs and Partnerships</i>			
<b>APPROVAL DATE: 04-26-2013</b>			
PROJECT RECOMMENDATIONS	ACTION PLAN	EXPECTED COMPLETION DATE	PROGRAM RESPONSE
			<p>solutions/actions.</p> <p>ESDPP Management meets every Friday. A Record of Decision is shared with participants.</p> <p><b>AES: Significant progress has been made. Recommend to close. Closed.</b></p>