

Office of the Premier

2011/12 – 2013/14 SERVICE PLAN

February 2011



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Message from the Premier and Accountability Statement



I am pleased to present the Service Plan for the Office of the Premier. This plan has been prepared while government is in a period of transition and reflects the current priority of ensuring that process is smooth and orderly. It commits to continuing to deliver quality services that are important to all British Columbians, while maintaining maximum flexibility for a future Executive Council and Premier.

As we move further into the second decade of the 21st Century, British Columbia finds itself in a strong position. As many jurisdictions across North America, and indeed around the world, struggle to recover from the global economic downturn, British Columbia has continued to see positive economic growth and job creation.

The reasons for this can be attributed to the competitive economic foundation British Columbians have built over the past decade. We now have the lowest personal income taxes in Canada for low- and-middle-income earners and 325,000 low-income British Columbians pay no provincial income tax. Our corporate and business tax rates are among the lowest in the G7.

Our natural resource industries have continued to emerge as a reliable and competitive supplier for world markets. The forest industry, which has seen record lumber sales to China, is creating new opportunities for forest workers. British Columbia's economy has continued to diversify over the past decade with growing success in high-tech industries, film, retail, tourism, clean energy and new media. Our competitive advantages were put on display a year ago with the 2010 Olympic and Paralympic Winter Games. All of those factors give us promise moving forward as British Columbia enters another chapter in its history.

The Office of the Premier *2011/12 – 2013/14 Service Plan* was prepared under my direction, in accordance with the *Budget Transparency and Accountability Act*. I am accountable for the basis on which the plan has been prepared. All material fiscal assumptions and policy decisions as of February 15, 2011, have been considered in preparing the plan and I am accountable for achieving the specific objectives in the plan.

A handwritten signature in blue ink that reads "Gordon Campbell". The signature is written in a cursive, flowing style.

Honourable Gordon Campbell
Premier

February 11, 2011

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Purpose of the Office of the Premier

The Premier serves as the President of the Executive Council (Cabinet) of the Government of British Columbia. The Premier is regularly advised by the Deputy Minister to the Premier and Cabinet Secretary of the range of activities undertaken to facilitate cross-agency coordination of policy advice and implementation. These activities include: regular meetings of departmental deputy ministers to share information over policy directions; meetings with counterpart central agency executives; and interdepartmental coordination of a wide range of policy priorities.

The Office assists the Premier in overseeing and leading the government as a whole. In addition, it supports the Cabinet decision-making process. As a central agency, the Office of the Premier has a clear role to play in promoting effective policy coordination across the public service. Ministers need to have complete trust in the quality of the advice and support the Office offers on the proper conduct of government business within accepted conventions and practices.

There continues to be growing emphasis on enhanced coordination across a range of government departments. As a consequence, the Office of the Premier has been involved in an increasing range of coordination and guidance activity. The use of effective planning and coordination processes in government supports the avoidance of unnecessary costs and can improve efficiencies by supporting joint inter-agency cooperation.

The Office:

- articulates government's goals, commitments and priorities and works with ministries and Crown agencies to ensure communication of those goals, commitments and priorities and to track and monitor implementation of them;
- leads the public service and, with the Deputy Ministers' Council, leads implementation of the corporate human resource plan for the BC Public Service, *Being the Best* and *Citizens @ the Centre: BC Government 2.0*, a transformation and technology strategy for the BC Public Service; and
- provides support for the operations and decision-making processes of Cabinet and its Committees.

Strategic Context

The Government Strategic Plan outlines the Five Great Goals of government in order to achieve government's vision to be a prosperous and just province, whose citizens are happy, healthy and have confidence in the future. A key component to the success of the province hinges on our ability to be innovative and forward looking, and to plan and implement for the future. Strong and clear leadership is required to implement the goals and activities of government. The Office of the Premier leads and supports ministries and Crown agencies to implement government's agenda.

It is important that services to citizens are provided in an integrated, timely and seamless manner. This is done through collaboration across government ministries and agencies. Government has Cabinet committees on Climate Action and Clean Energy, the Economy, Early Childhood Education Innovations, and Environment and Land Use to further support efficient service delivery.

The Office of the Premier supports the implementation of the provincial Climate Change Adaptation Strategy, which calls on government agencies to consider climate change and its impacts, where relevant, in planning, projects, policies, legislation, regulations, and approvals. Adaptation is a vital part of government's climate change plan. It means taking action now to prepare for a changing climate and its impacts on ecosystems, resources, businesses, communities, and people.

The Office will consider the impacts of climate change on regional planning processes while working to mitigate the potential negative effects of environmental conditions and extreme weather events on operations and service delivery.

The BC Public Service is made up of over 30,000 professionals dedicated to supporting the people and communities of our province every day. As we move ahead through this period of economic uncertainty, the focus is to optimize the investment in existing human resources while maintaining focus on the longer term objective of ensuring the necessary supply of skilled staff for the future. Maintaining a high quality of service will require development of strategies to ensure an engaged workforce is able to meet the challenges of the introduction of new technologies, the increasing diversity of our communities, a growing population, and the shifting expectations British Columbians have of public services.

The Five Great Goals

Goal 1. *Make B.C. the best educated, most literate jurisdiction on the continent.*

Goal 2. *Lead the way in North America in healthy living and physical fitness.*

Goal 3. *Build the best system of support in Canada for persons with disabilities, those with special needs, children at risk and seniors.*

Goal 4. *Lead the world in sustainable environmental management, with the best air and water quality, and the best fisheries management, bar none.*

Goal 5. *Create more jobs per capita than anywhere else in Canada.*

Goals, Objectives, Strategies and Performance Measures

Goal 1: Government's priorities are implemented

Objective 1.1: Ministries and Crown Agency activities are integrated and aligned with government's priorities

Strategies

- Lead and support the Executive Council in the successful development and implementation of the Government Strategic Plan.
- Clearly articulate priorities of government in the Strategic Plan and assist all ministries to develop strategies to achieve the goals and priorities established in the Strategic Plan.
- Administer government's accountability framework by supporting ministries and Crown agencies in developing service plans and annual service plan reports to ensure they advance Government's Strategic Plan.
- Guide the successful delivery of ministry and Crown agency mandates by providing direction and resolving issues requiring senior government input.
- Address priority issues on behalf of Executive Council and manage issues that arise in the delivery of programs and services.

Performance Measure 1: Performance agreements in place for Deputy Ministers and Associate Deputy Ministers

Performance Measure	Benchmark	2010/11 Forecast	2011/12 Target	2012/13 Target	2013/14 Target
Performance agreements in place for Deputy Ministers and Associate Deputy Ministers.	100%	100%	100%	100%	100%

Data Source: BC Public Service Agency

Discussion

Within government's accountability framework there are strategies in place for all government staff, from front line workers to Deputy Ministers. Every employee has an Employee Performance Development Plan in place and similarly Ministers and Ministers of State include accountability

letters at the beginning of their service plans. The Office of the Premier is administratively responsible for the performance agreements that are in place with Deputy Ministers.

There are multiple interlinking layers to government's accountability framework. The Government Strategic Plan sets out the overall priorities and goals that illustrate the Province's vision for the future. Ministry service plans have goals, objectives, strategies and performance measures with targets to accomplish those goals for the upcoming three-year period. These plans are tabled in the legislature with the budget in February of each year. In June, government, ministries and Crown agencies report on their achievements of the previous fiscal year in their service plan annual report.

Ministries have business plans that further detail the operational requirements of the organization, and Employee Performance Development Plans link employees' roles with the needs of their ministry and government as a whole.

Goal 2: The public service is well positioned to deliver government programs for British Columbians

Objective 2.1: BC Public Service Corporate Human Resource Plan *Being the Best* goals are realized

Strategies

- Continue to develop *Being the Best*, the Corporate Human Resource Plan for the BC Public Service.
- Build new strategies and update *Being the Best* annually based on feedback and results.

Performance Measure 4: BC Public Service is recognized as a top employer

Performance Measure	2010/11 Forecast	2011/12 Target	2012/13 Target	2013/14 Target
BC Public Service is recognized as a top employer in British Columbia	Yes	Yes	Yes	Yes

Data Source: Ministry of Citizens' Services

Discussion

In 2006, the Corporate Human Resource Plan, *Being the Best*, was developed by the Deputy Ministers' Council, led by the Deputy Minister to the Premier. The Council is committed to achieving the status of the B.C. Government as a top employer through annual updates to and continued implementation of the plan with the involvement of the BC Public Service. The BC Public Service has been recognized as one of:

- B.C.'s Top 55 Employers for 2010
- Canada's Top 100 Employers for 2011
- Canada's Top 25 Family Friendly Employers for 2010
- Canada's Greenest Employers for 2010

Goal 3: Cabinet and Cabinet Committees are able to make timely and well-informed decisions

Objective 3.1: Cabinet and its Committees are supported with timely and effective advice

Strategies

- Support Cabinet and its Committees by ensuring they have appropriate advice on key policy, program and legislative initiatives including an ability to measure the success of the initiatives.
- Ensure alignment of government activities and the appropriate administrative support for the operations and decision-making process of Cabinet and its Committees.

Performance Measure 3: Cabinet receives timely advice on all key policy recommendations and plans

Performance Measure	2006/07 Baseline	2010/11 Forecast	2011/12 Target	2012/13 Target	2013/14 Target
Cabinet receives timely advice on all key public policy recommendations and plans	100%	100%	100%	100%	100%

Data Source: Cabinet Operations

Discussion:

There are currently five cabinet committees in the Government of British Columbia that are each responsible for specific priorities tasked to them by government. For example, the Cabinet Committee on Climate Action and Clean Energy brings together key government ministries to make policy related to greenhouse gas reduction and climate change adaptation.

All ministry major policies, programs and initiatives are reviewed by a Cabinet Committee to ensure alignment with government strategic priorities.

Resource Summary

Core Business Area	2010/11 Restated Estimates ¹	2011/12 Estimates ²	2012/13 Plan	2013/14 Plan
Operating Expenses (\$000)				
Executive and Support Services.....	7,049	6,675	6,675	6,675
Office of the Premier.....	2,878	2,951	2,951	2,951
Executive Operations.....	4,171	3,724	3,724	3,724
Total	7,049	6,675	6,675	6,675
Ministry Capital Expenditures (Consolidated Revenue Fund) (\$000)				
Executive and Support Services.....	1	1	1	1
Office of the Premier.....	0	0	0	0
Executive Operations.....	1	1	1	1
Total	1	1	1	1

¹ The 2010/11 Restated Estimates have been restated, for comparative purposes only, to be consistent with Schedule A of the 2011/12 Estimates. Schedule A of the Estimates, presents a detailed reconciliation.

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Cabinet Operations

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Hyperlinks to Additional Information

Office of the Premier: www.gov.bc.ca/premier/index.html

Associated Organizations:

BC Public Service Agency: www.bcpublicserviceagency.gov.bc.ca/

Public Affairs Bureau: www.gov.bc.ca/public_affairs

Queen's Printer: www.qp.gov.bc.ca