Employer of Choice? Workplace Innovation in Government

January 12, 2001 – The final report of CPRN's major Human Resources in Government (HRG) project is now at the printers and will be released in the near future. Written by the Director of the Work Network, Graham Lowe, the report is a synthesis of 6 research components;

- A survey of workplace issues and restructuring from a managers' perspective.
- A survey of workplace change from a union perspective.
- An analysis of government employment trends since the 1970s.
- An analysis of public and private sector pay differences.
- A study of the impact of restructuring in the 1990s on public sector labour relations.
- Four case studies of public sector workplace change.

Public administration reforms in the 1990s emphasized deficit reduction, downsizing and alternative forms of service delivery. Looking ahead, demographics, rising skill requirements and the negative legacy of downsizing all demand new ways of doing government work. Today, a new phase of reform has shifted attention to human resources and the challenge of making the public sector the workplace of choice.

Lowe's report shows that public sector innovation is already underway in various locations across the country. It draws on those examples and other findings to describe the kinds of changes that will help the public sector recruit and retain the best, and also provide both a satisfying work experience and better public service.

Graham Lowe recently presented some of his observations to members of the New Brunswick Public Service.

You can access a Powerpoint version of that presentation by clicking here.

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