



Public Service Commission Modernized Staffing and Planning The PSC analyzes personnel data with SAS

**Harris Sinclair, Manager, Data Services Division
Platform User Group Meeting – November 14, 2008**

Outline

- **Data Services Division**
- **Access to Data and Information**
- **Web Delivery of Human Resources Data**
- **PSC Web-based Application**
- **Software Overview:**
 1. **Operating Environment**
 2. **Development Tools**
- **How to reach us**



Data Services Division

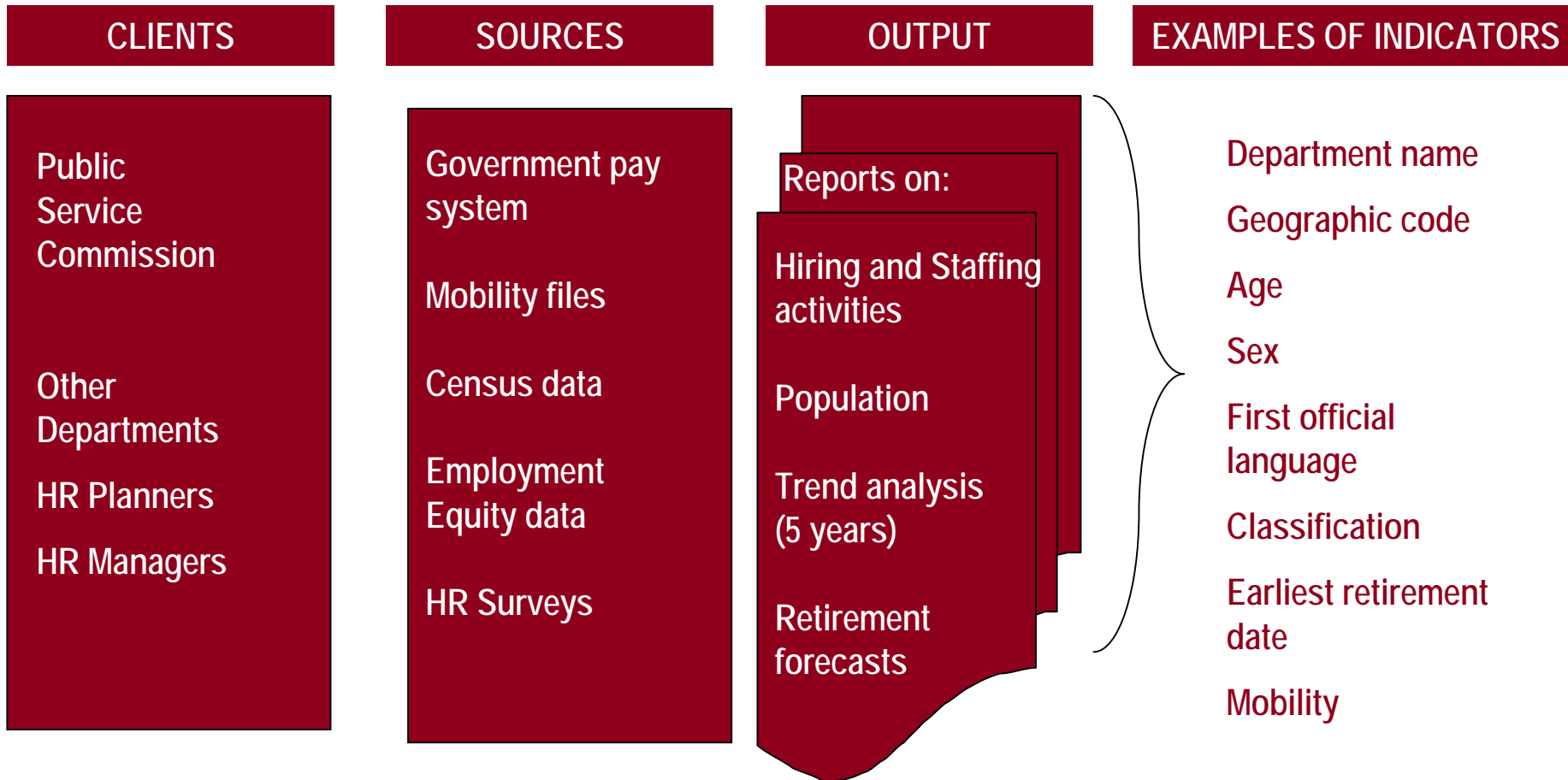
- **The Data Services Division (DSD) develops, implements and maintains information systems on appointments and other related data for the PSC and all departments subject to the *Public Service Employment Act (PSEA)*. It offers personalized service for complex or special information requests, while providing easy access to a wide range of statistical information. It also ensures the quality of databases on appointments and other related data.**
- **The Data Service's Division data holdings reflect its historical role in supporting the staffing responsibilities of the PSC.**
- **The hiring and staffing activities information is created from the Data Services Division process which is used to provide annual hiring and staffing activities information pertaining to departments who staff under the PSEA universe.**

Access to Data and Information

- Following important structural organizational changes in government, the interest in quantitative analysis in the Human Resources domain has increased, as has the demand for access to data. This is true departmentally as well as centrally.
- Up to 5 years ago, we worked in a paper based reporting environment utilizing a large staff of SAS programmers.
- Static and dynamic HR reports are now available to clients via the PSC Web-based application.
- Clients are now able to produce electronic reports and PSC programmers now work on more complex HR statistical and analytical reports.



Web Delivery of Human Resources Data





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- SEA Population**
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General information about the PSC Statistical Information Site

The PSC Statistical Information Site has been developed by the Appointments Information and Analysis Directorate (AIAD) to provide support in statistical analyses of federal public service hiring and staffing activities for departments and agencies that staff under the Public Service Employment Act (PSEA).

The statistical information available through this site on hiring and staffing activities is based on the PSC data files and is used by the PSC as part of its mandate in carrying out oversight and protection of the merit principle.

This site provides the ability to create multiple dynamic statistical reports by offering the user a choice of analytical variables. The site also provides the facility for downloading data for doing trends and data analyses using other software packages.

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Of Interest

Modernized Staffing and Planning

The PSC and SAS work together to develop a powerful online application for human resources management.

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Table: Staffing Activities

Columns 1 - 4 of 6

Fiscal Year	2007-Q1	2006-07	2005-06	2004-05
Staffing Activities				
Appointments to the Public Service	5532	17699	15178	11847
Promotions	6211	19155	19407	14253
Lateral and Downward Movements	6492	28436	21667	20998
Acting Appointments	3868	15055	14494	11507



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Table: Staffing Activities

Columns 1 - 4 of 6

Find...	Cal Year	2007-Q1	2006-07	2005-06	2004-05
Calculate New Measure...					
Filters...	Service	5532	17699	15178	11847
Totals...		6211	19155	19407	14253
Conditional Highlighting...	Appointments	6492	28436	21667	20998
Query...					
Acting Appointments		3868	15055	14494	11507

Available items:

- Total
- Fiscal Year
- Staffing Activities
- Geographic Area And Cm.
- Age Groups
- Department Code
- Department
- Departmental Movement
- Employee Tenure
- First Official Language

Selected items:

- Rows
 - Staffing Activities
- Columns
 - Fiscal Year

Move Item(s) ▾

- Move to Rows
- Move to Columns

OK

Cancel

OLAP hierarchy Staffing_Activities

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Staffing Activities					
Appointments to the Public Service	5532	17699	15178	11847	
Promotions	6211	19155	19407	14253	
Lateral and Downward Movements	6492	28436	21667	20998	
Acting Appointments	3868	15055	14494	11507	

- 4 of 6 → →

05-06 2004-05



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Available items:

- Total
- Fiscal Year
- Staffing Activities
- Geographic Area And Cm.
- Age Groups
- Department Code
- Department
- Departmental Movement
- Employee Tenure
- First Official Language

Selected items:

- Rows
 - Columns
 - Fiscal Year
 - Staffing Activities
-
-

OLAP hierarchy Department

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Staffing Activities					
Appointments to the Public Service	5532	17699	15178	11847	
Promotions	6211	19155	19407	14253	
Lateral and Downward Movements	6492	28436	21667	20998	
Acting Appointments	3868	15055	14494	11507	



- 4 of 6 → →
 05-06 2004-05

Available items:

- Department
- Departmental Movement
- Employee Tenure
- First Official Language
- Language Requirements-
- Sex
- Status Before Staffing
- Category And Classificati
- Classification**

Selected items:

- Rows
 - Department Code
- Columns
 - Fiscal Year
 - Staffing Activities

OK Cancel



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05-06 2004-05

Staffing Activities					
Appointments to the Public Service	5532	17699	15178	11847	
Promotions	6211	19155	19407	14253	
Lateral and Downward Movements	6492	28436	21667	20998	
Acting Appointments	3868	15055	14494	11507	

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Available items:

- Department
- Departmental Movement
- Employee Tenure
- First Official Language
- Language Requirements-
- Sex
- Status Before Staffing
- Category And Classificati
- Classification

Selected items:

- Rows
 - Department Code
 - Classification
- Columns
 - Fiscal Year
 - Staffing Activities

Move Item(s) ▾

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OLAP hierarchy Classification

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Staffing Activities	2005-06	2004-05
Appointments to the Public Service	5532	17699
Promotions	6211	19155
Lateral and Downward Movements	6492	28436
Acting Appointments	3868	15055

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Table: Staffing Activities

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Fiscal Year		2007-Q1			
Staffing Activities		Appointments to the Public Service	Promotions	Lateral and Downward Movements	Acting Appointments
Department	Occupational Group				
ACO	AS	3	5	5	2
	CO	4	3	7	2
	CR	6	3	9	.
	CS
	ES	.	1	.	.
	EX	.	2	3	1
	FI	.	1	1	.
	FS
	IS	.	1	2	.
	PE	1	1	.	.
	PG	.	1	.	.
	PL
PM	1	.	.	1	
SI	

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Find...		Year	2007-Q1			
Activities	Group	Appointments to the Public Service	Promotions	Lateral and Downward Movements	Acting Appointments	
		3	5	5	2	
		4	3	7	2	
		6	3	9	.	
		
		.	1	.	.	
		.	2	3	1	
		.	1	1	.	
		.	1	2	.	
		1	1	.	.	
		.	1	.	.	
		
		1	.	.	1	
		

Rows 1 - 14 of 1597

Filters:

Show:

Filter Expression:		
Department	[none]	Edit...
Classification	[none]	Clear
Fiscal Year	[none]	Clear All
Staffing Activities	[none]	

OK Cancel

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- SAS Web OLAP Viewer for Java
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Table: Staffing Activities

		Fiscal Year	2007-Q1		
		Staffing Activities	Appointments to the Public Service	Promotions	Lateral and Downward Movements
Department	Occupational Group				
Agriculture and Agri-Food Canada	AC	.	.	.	
	AG	1	.	.	
	AS	18	49	30	
	AU	.	.	.	
	BI	4	2	2	
	CA	.	.	.	
	CH	.	.	.	
	CO	7	15	15	
	CR	36	12	22	

Show: Department Code
Condition: Is equal to
Value(s):

- NPB
- OCI
- PCH
- PCO
- PEN
- PPT
- PSC
- PSP

Filter expression:
 Department Code = ()

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2007-Q1						
Positions to the Public Service						
Occupational Group	AG	AO	AR			
Department						
ACO
AGR	.	1
AHS
APT
ARC
ATN
BAL
BCO
BSF

Local intranet

Filters:

Department Code [filter] [Edit...](#)

Classification [none] [Clear](#)

Fiscal Year [none] [Clear All](#)

Staffing Activities [none] [Clear All](#)

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		2007-Q1			
Staffing Activities		Appointments to the Public Service	Promotions	Lateral and Downward Movements	Acting Appointments
Department	Occupational Group				
ACO	+ ↓ AS	3	5	5	2
	+ ↓ CO	4	3	7	2
	+ ↓ CR	6	3	9	.
	+ ↓ CS
	+ ↓ ES	.	1	.	.
	+ ↓ EX	.	2	3	1
	+ ↓ FI	.	1	1	.
	+ ↓ FS
	+ ↓ IS	.	1	2	.
	+ ↓ PE	1	1	.	.
	+ ↓ PG	.	1	.	.
	+ ↓ PL
+ ↓ PM	1	.	.	1	
+ ↓ SI	

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Show: Classification
Condition: Is equal to
Value(s):

- EO
- OE
- OM
- OP
- PC
- PE
- PG
- PH
- PI

Filter expression:
 Classification = ()

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ACO	<input type="checkbox"/> <input type="checkbox"/> EX
	<input type="checkbox"/> <input type="checkbox"/> FI
	<input type="checkbox"/> <input type="checkbox"/> FS
	<input type="checkbox"/> <input type="checkbox"/> IS
	<input type="checkbox"/> <input type="checkbox"/> PE
	<input type="checkbox"/> <input type="checkbox"/> PG
	<input type="checkbox"/> <input type="checkbox"/> PL
	<input type="checkbox"/> <input type="checkbox"/> PM
<input type="checkbox"/> <input type="checkbox"/> SI	

Favorites | | | |

Filtering&view=table

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2007-Q1			
Appointments to the Public Service	Promotions	Lateral and Downward Movements	Acting Appointments
3	5	5	2
4	3	7	2
6	3	9	.
.	.	.	.
.	1	.	.
.	2	3	1
.	1	1	.
1	1	.	.
.	1	.	.
.	.	.	.
1	.	.	1
.	.	.	.

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Filters:

How:

Department Code	[filter]	Edit...
Classification	[filter]	Clear
Fiscal Year	[none]	Clear All
Staffing Activities	[none]	

[OK](#) [Cancel](#)

Navigation icons: Home, Print, W, etc.

Page Title: ...le

Browser Tabs: SAS Web OLAP Viewer for Java, TERMIUM Plus® - cycle [19 records], PSC Print...

Navigation: Columns 1 - 4 of 24

		2007-Q1				
Staffing Activities		Appointments to the Public Service	Promotions	Lateral and Downward Movements	Acting Appointments	
Department	Occupational Group					
ACO	+ ↓ AS		3	5	5	2
	+ ↓ CO		4	3	7	2
	+ ↓ CR		6	3	9	.
	+ ↓ CS	
	+ ↓ ES		.	1	.	.
	+ ↓ EX		.	2	3	1
	+ ↓ FI		.	1	1	.
	+ ↓ FS	
	+ ↓ IS		.	1	2	.
	+ ↓ PE		1	1	.	.
	+ ↓ PG		.	1	.	.
	+ ↓ PL	
+ ↓ PM		1	.	.	1	
+ ↓ SI		

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Show: Fiscal Year
 Condition: Is equal to
 Value(s):
 2007-Q1
 2006-07
 2005-06
 2004-05
 2003-04
 2002-03

Filter expression:
 Fiscal Year = ()

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2007-Q1				
Appointments to the Public Service	Promotions	Lateral and Downward Movements	Acting Appointments	
AS	3	5	5	2
CO	4	3	7	2
CR	6	3	9	.
CS
ES	.	1	.	.
EX	.	2	3	1
FI	.	1	1	.
FS
IS	.	1	2	.

Department: Occupational Group
 ACO

- AS
- CO
- CR
- CS
- ES
- EX
- FI
- FS
- IS

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Table: Staffing Activities



Fiscal Year		2006-07			
Staffing Activities		Appointments to the Public Service	Promotions	Lateral and Downward Movements	Acting Appointments
Department	Occupational Group				
PSC	+ ↓ ES	2	1	5	.
	+ ↓ PE	24	57	64	11
	+ ↓ SI	3	2	.	.



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Table: Staffing Activities



Find...	Year	2006-07			
Activities		Appointments to the Public Service	Promotions	Lateral and Downward Movements	Acting Appointments
Filters...	Group				
Totals...		2	1	5	.
Conditional Highlighting...		24	57	64	11
Query...		3	2	.	.



SI

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Totals

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Table: Staffing Activities



Fiscal Year		2006-07			
Staffing Activities		Appointments to the Public Service	Promotions	Lateral and Downward Movements	Acting Appointments
Department	Occupational Group				
PSC	ES	2	1	5	.
	PE	24	57	64	11
	SI	3	2	.	.



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Table: Staffing Activities

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Fiscal Year		2006-07			
Staffing Activities		Appointments to the Public Service	Promotions	Lateral and Downward Movements	Acting Appointments
Department	Occupational Group				
PSC	ES	2	1	5	.
	PE	24	57	64	11
	SI	3	2	.	.
Total		29	60	69	11



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Table: Staffing Activities



		Department	PSC			Total
		Occupational Group	ES	PE	SI	
Fiscal Year	Staffing Activities					
2006-07	Appointments to the Public Service		2	24	3	29
	Promotions		1	57	2	60
	Lateral and Downward Movements		5	64	.	69
	Acting Appointments		.	11	.	11
Total			8	156	5	169

Output
Type:

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- Excel - Comma Separated Values
- Excel - HTML

Include

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All rows

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from to

Options

Formatted data Repeat row labels if expanded



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Department	PSC			Total	
Functional Group	ES	PE	SI		
2006-07	Staffing Activities				
	Appointments to the Public Service	2	24	3	29
	Promotions	1	57	2	60
	Lateral and Downward Movements	5	64	.	69
	Acting Appointments	.	11	.	11
Total	8	156	5	169	

Taskbar: Local intranet

A		B			C	D	E	F
		Department			PSC			Total
		Occupational Group			ES	PE	SI	
Fiscal Year	Staffing Activities							
2006-07	Appointments to the Public Service				2	24	3	29
	Promotions				1	57	2	60
	Lateral and Downward Movements				5	64	.	69
	Acting Appointments				.	11	.	11
Total					8	156	5	169





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Please note that the analytical variables: classification (including subgroup and level), age, first official language and sex are available to Public Service Commission employees and HR professionals with access to the HR Statistical Tool only (password protected cubes).

Staffing Activities Variable List:

- Fiscal Year
- Staffing Activities
- Age Groups
- Geographic Area and CMA
- Department
- Departmental Movement
- Category and Classification
- Classification (including subgroup and level)
- Employee Tenure
- First Official Language
- Language Requirements of the Position
- Sex



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Table: Hiring of Casuals

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Fiscal Year	2007-Q1	2006-07	2005-06	2004-05
Region				
+ Newfoundlad & Labrador	58	404	386	284
+ Prince Edward Island	39	134	105	64
+ Nova Scotia	248	1415	1648	1215
+ New Brunswick	284	777	792	770
+ Quebec (except NCR)	602	2342	2225	1764
+ National Capital Region (NCR)	2189	7073	6768	4442
+ Ontario (except NCR)	596	2182	1866	1575
+ Manitoba	199	679	734	598
+ Saskatchewan	106	478	331	275
+ Alberta	244	852	831	662
+ British Columbia	400	1649	1550	1470



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Table: Hiring of Students

Columns 1 - 4 of 12

Fiscal Year	2007-Q1		2006-07	
	Fswep	Coop	Fswep	Coop
Region				
+ [-] Newfoundland & Labrador	91	29	161	80
+ [-] Prince Edward Island	89	15	212	26
+ [-] Nova Scotia	230	52	324	129
+ [-] New Brunswick	238	24	436	37
+ [-] Quebec (except NCR)	800	114	1755	281
+ [-] National Capital Region (NCR)	1347	924	3358	2003
+ [-] Ontario (except NCR)	1095	127	1577	337
+ [-] Manitoba	270	67	360	89
+ [-] Saskatchewan	239	23	353	41
+ [-] Alberta	383	77	491	138



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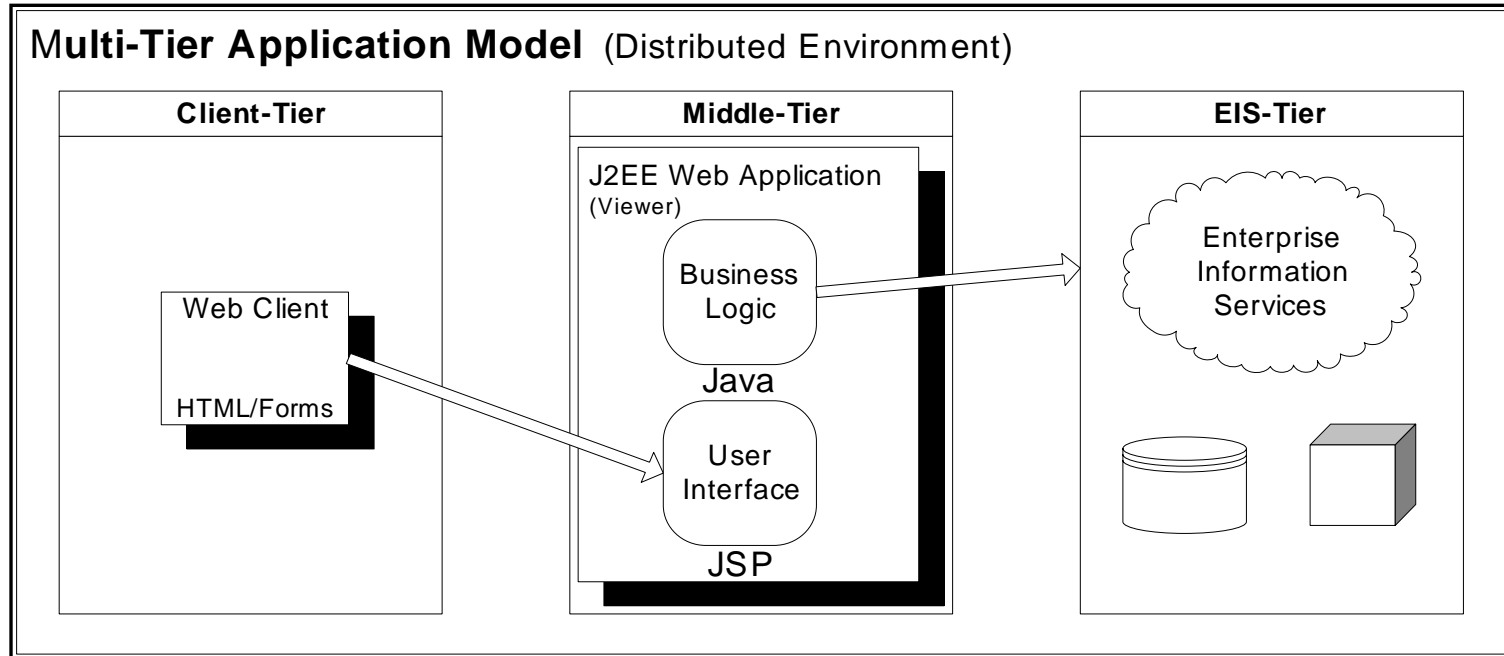
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PSEA Population

Table: PSEA Population

Population Snapshot Date	2007-06-30	2007-03-31	2006-03-31
Region			
+ Newfoundlad & Labrador	3254	3299	3250
+ Prince Edward Island	1870	1889	1821
+ Nova Scotia	9558	9683	9552
+ New Brunswick	6388	6340	6300
+ Quebec (except NCR)	21657	21824	21754
+ National Capital Region (NCR)	78738	78818	76346
+ Ontario (except NCR)	24454	24436	24732
+ Manitoba	7275	7243	7142
+ Saskatchewan	4970	4744	4609
+ Alberta	10173	10108	10013
+ British Columbia	17081	16943	16700

Software Overview



Software Overview

1. Operating Environment:

- **Client-Tier**
Any Web Browser (IE, Netscape, Firefox)

- **Middle-Tier**
J2EE compliant Application Server

- **EIS-Tier**
SAS BI Server
SAS Web OLAP Server
SAS Metadata Server
SAS Workspace Server
SAS Stored Process Server

Software Overview

2. Development Tools:

➤ **AppDev Studio Software:**

SAS AppDev Studio is a plug-in to «Eclipse», one of the industry's leading Integrated Development Environment (IDE), which assists in developing, deploying and maintaining a wide variety of intelligence applications that leverage the full power of SAS. It provides all the necessary SAS tools, API and tagsets required to create java front ends.

➤ **OLAP Cube Studio:**

The SAS OLAP Cube Studio is one of the many SAS BI Tools available to developers. This Java interface is used for defining and building OLAP cubes. Its main feature is the Cube Designer wizard, which guides one through the «cube» registration and creation process.

How To Reach Us

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