

## **2020-21 Corporate Priorities**

In the context of the Government's response to the COVID19 pandemic, our corporate priorities have never been more important in guiding the collective efforts of senior leaders as they set the tone in advancing the mind-sets and behaviours that will result in a more agile, inclusive and equipped public service. Continuing to foster healthy, diverse and inclusive workplaces takes on even greater significance in the current context and will continue to serve us well as a fundamental element of our leadership responsibilities.

In respect of these unprecedented times and realities, the Public Service leadership is expected to carry out the following corporate priorities in 2020-21:

### **Mobilizing in Support of Common Goals in Response to COVID19**

For 2020-21, ensure you have performance commitments that enable measurable indicators of your leadership in:

- Adapting to shifting operational and strategic realities as a result of the COVID19 pandemic in order to deliver services and results for Canadians.
- Promoting the physical health and safety of your organization, particularly in the context of a return to the workplace in 2020-2021.
- Supporting the psychological health of your employees in these challenging times, including the prevention and resolution of harassment and discrimination.

### **Fostering Diversity and Inclusion**

Continue efforts to increase the diversity of the workforce in your organization, and foster the inclusion of a broad range of voices and views in governance and decision-making.

### **Supporting Efforts to Address the Pay System (for organizations served by Phoenix)**

Undertake the necessary initiatives to ensure employees are paid accurately and on time. This includes efforts to manage peaks and reduce intake of pay actions in order to meet timelines and performance measures per the established quantitative methodology and indicators communicated by Public Services and Procurement Canada and the Treasury Board of Canada Secretariat.