

Provincial Human Resources Data Warehouse

Date: September 25, 2015

Location: Saskatoon

Presenters: Greg Zaba, April Blondeau

The Intended Outcome

To provide a searchable, comprehensive and user friendly provincial Human Resources (HR) data warehouse which would house immediate, reliable, and current HR information

(e.g. support staff agreements, local teacher agreements, salary grids and articles for all school division staff) of all 28 Saskatchewan school divisions.

The Opportunity

By providing an accessible and searchable provincial HR data warehouse for boards and school division officials who will have the information they need to make informed decisions, particularly as this relates to negotiations with the respective unions.

A Comprehensive Data Warehouse:

- Provides an accessible and searchable data warehouse of collective bargaining agreements, so school divisions can prepare for negotiations with the respective unions.
- Helps to inform decision making for school divisions in the bargaining process.
- Assists with recruitment and selection for wage information and benefits. e.g. access to neighbouring divisions' data for comparison.
- Provides immediate, reliable, and current information for school divisions so they will have the ability to customize and to compile pertinent data.
- Creates efficiencies in time for the HR staff in school divisions as well as the HR/ER consultants at the SSBA.

Work to Date

- 2012 - a committee of 2 SSBA HR/ER consultants, and representatives from LEADS and SASBO formed to discuss best practices for providing this service to our clients.
- 2013 - a project charter was approved for the creation of the data warehouse.
- 2014 – SSBA Executive approves project. Committee of SASBO/LEADS/SSBA work on Phase 1 (proof of concept). Service provider contracted.
- June 2014 – Phase 1 (Support Staff Salary Data) is completed. Committee approves moving forward with Phase 2 (Support Staff Articles).

Work to Date

Phase 2 – All Support Staff Collective Agreement Articles were completed by December, 2014.

Phase 3 – Training for Data Warehouse Users just completed April 23, 2015. Management /Central Office compensation to be completed by Fall of 2015. LINC agreement data to be added to the warehouse in 2016.

Demonstration

Questions?