Commission de la fonction publique du Canada | Public Service Commission of Canada

Empowering Excellence

The Public Service Commission of Canada's Newsletter

9th edition: Fall 2026

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Cat. No. SC12-5E-PDF
ISSN 3111-2722

GC Hiring Hub: building on success, expanding impact

One Hub, faster access to qualified talent

Across the federal public service, similar hiring needs are often addressed through repeated recruitment processes, creating duplication, increasing costs, and adding effort for departments, agencies, and candidates.

To help address these challenges, **the Public Service Commission of Canada (PSC) has launched the GC Hiring Hub,** a government-wide pilot designed to transform how common hiring needs are met across the public service. Under the new GC Hiring Hub recruitment model, and informed by engagement with functional communities, the Human Resources Council, and federal partners in the North, the PSC will launch between 3 and 7 recruitment processes this fiscal year to respond to common hiring needs.

Through these processes, the PSC will establish inventories and pools of qualified candidates that departments and agencies can access to reduce repeated effort and to allow organizations to focus their recruitment capacity where it adds the most value.

By bringing organizations together around shared hiring priorities, the GC Hiring Hub will streamline and accelerate hiring.

What will this pilot help achieve?

- Reduce duplication in recruitment efforts
- Accelerate access to qualified talent
- Improve the experience for candidates and organizations

The GC Hiring Hub reflects the PSC's commitment to modernizing recruitment while upholding the principles of merit, fairness, accessibility, and staffing integrity. This initiative marks an important step toward a more coordinated, efficient, and candidate-centered recruitment system across the federal public service.

GC Talent: a modern recruitment platform for digital talent, now part of the Public Service Commission of Canada

The GC Talent platform was transferred from the Treasury Board of Canada Secretariat's Office of the Chief Information Officer to the Public Service Commission of Canada (PSC), bringing digital talent recruitment expertise and a platform designed to support skills-based hiring.

This integration supports the PSC's recruitment modernization efforts by building on existing investments, leveraging shared enterprise capabilities, and aligning with broader human capital management initiatives already underway.

The initiative will help inform future recruitment innovation and support the PSC's ongoing efforts to provide modern, efficient recruitment services for the federal public service. Learn more by visiting the **GC Talent** website.

For further information about digital talent and the platform, contact Lauren Hunter at lauren.hunter@cfp-psc.gc.ca.

Federal Internship Program for Canadians with Disabilities: supporting success beyond recruitment



The Federal Internship Program for Canadians with Disabilities (FIPCD) has evolved to better support inclusive employment across the federal public service. Beyond candidate recruitment and assessment, the program provides ongoing support to managers, employees, and organizations throughout the employment lifecycle.

FIPCD expanded its talent sources to include persons with priority entitlements and veterans with disabilities, and medically-released Royal Canadian Mounted Police members. This helps organizations access a broader pool of talent while supporting long-term employment success.

FIPCD resources for managers and participating employees are now available through a new GCXchange page (accessible only on the Government of Canada network). Serving as a central hub for information, tools, learning and networking opportunities, the platform also connects users with available supports and services.

How can FIPCD support managers and human resources professionals?

- Recruitment and talent sourcing
- Candidate assessment services

- Guidance on inclusive hiring practices
- Workplace inclusion and retention resources
- Practical advice and connections to relevant services and expertise

How can FIPCD support participating employees?

- Professional development workshops
- Access to mentorship opportunities
- Regular follow-ups and ongoing support from FIPCD
- Career development support
- Workplace accommodations and support to facilitate successful onboarding and integration

Interested in learning more?

Contact the FIPCD team at **cfp.diversitedetalent-talentdiversity.psc@cfp-psc.gc.ca** to explore the resources, supports and development opportunities available to participants.

New dashboards support informed decision making on priority entitlements

The Public Service Commission of Canada (PSC) recently launched **quarterly Priority Entitlements Dashboards** to help departments and agencies better understand and manage priority entitlements.

Shared with heads of human resources and Priority Program liaisons, the dashboards provide organization-specific data on:

- priority population
- priority clearance requests
- priority appointments

By offering regular insights into key trends, the dashboards help organizations identify patterns and manage priority entitlements more effectively. Organizations with data for at least one of these indicators can use these dashboards to support evidence-based decision making.

Empowering Black public servants' career growth with Personnel Psychology Centre services

The **Personnel Psychology Centre** (PPC) of the Public Service Commission of Canada (PSC) is helping advance the leadership development and careers of more than 400 Black public servants who have participated in 2 initiatives led by the Office of the Chief Human Resources Officer since April 2025.

In partnership with the Canada School of Public Service, the PPC supported leadership assessment and coaching for participants in the Executive Leadership Development Program for Black Leaders. The PPC also provided personalized career counselling and coaching to public servants aspiring to management and executive positions through the Career Counselling and Coaching Program for Black Public Servants.

Participants highlighted the value of individualized support, noting that it helped strengthen their confidence and better navigate unique challenges faced by Black leaders.

Organizations play an important role in fostering inclusive career development by promoting the PPC's counselling and coaching services among Black public servants and other equity-seeking groups.

Read the full article:
Affirming my Authentic Leadership: Black public servants' career growth empowered by Personnel Psychology Centre services (accessible only on the Government of Canada network)

Understanding diversity through better data collection

Fair and inclusive staffing starts with understanding who is applying for jobs in the federal public service. The Public Service Commission of Canada's (PSC) new **Diversity Questionnaire in GC Jobs** is helping build a clearer picture of applicant representation among equity-seeking groups in hiring.

Through the voluntary collection of demographic information from applicants, the PSC will be better positioned to:

- identify trends
- analyze application and hiring rates
- understand potential biases and barriers in staffing processes

The resulting data will support PSC research, reporting and workforce analysis, providing evidence to inform future policies, programs, and decision making.
This initiative supports the PSC's mandate to maintain a merit-based public service that reflects Canada's diversity.

Investigation and jurisdiction summaries: lessons from real cases

Learn how staffing irregularities and improper political activity situations are addressed

The Public Service Commission of Canada (PSC) regularly posts summaries of some of its jurisdiction reports on this website to help explain the scope of the PSC's examination of investigation requests and to provide examples of what warrants or does not warrant an investigation pursuant to the *Public Service Employment Act*. The jurisdiction phase is a preliminary review to determine whether an investigation is warranted. It begins when a request for investigation is received and ends when a decision to investigate or not is rendered.

These summaries highlight common staffing issues and failures to comply with political activities requirements, explain the PSC's role, and outline key findings and outcomes.

More than case reports, they are valuable learning tools that help applicants, employees and managers:

- better understand their responsibilities
- identify potential risks
- uphold the integrity of staffing and political activities processes

We encourage you to **explore these summaries** and use the insights shared to support sound practices in your workplace:

- Summaries of jurisdiction reports
- Summaries of investigation – Section 66
- Summaries of investigation – Section 69 – Fraud
- Summaries of investigation – Improper political activities

New resource: clarifying roles and responsibilities for staffing irregularities

The Investigations Directorate has recently published the webpage **Shared responsibility for addressing staffing irregularities** to help employees and managers better understand the measures used to protect the integrity of staffing processes in the federal public service.

The resource explains the distinct but complementary roles of the Public Service Commission of Canada (PSC) and deputy heads in addressing staffing irregularities, including:

- **corrective actions** imposed by the PSC
- **administrative** and **disciplinary actions** that may be taken following an investigation

By highlighting the full range of available measures, the resource promotes shared accountability, supports sound staffing practices, and strengthens confidence in public service appointments.

Updated approach to cyclical assessments

As part of the Public Service Commission of Canada (PSC)'s oversight framework, cyclical assessments are a mandatory periodic self-examination where deputy heads take a broad look at the health of their organizational staffing system.

Beginning in 2027-28, the PSC will introduce an updated approach to cyclical assessments, featuring a staggered reporting cycle and core standardized reporting.

Key changes include:

- a staggered reporting cycle that will provide annual insights while achieving system-wide reporting over 5 years
- core standardized reporting of key staffing elements across organizations

Organizations will submit their reports in their assigned year. The reporting template and reporting date will be communicated by their staffing support advisor.

Visit the webpage on Cyclical staffing assessment and learn how these changes will support effective system-wide reporting and oversight.

Readers' Corner: can artificial intelligence make your assessments fair?

Read the latest paper from the Personnel Psychology Centre at the Public Service Commission of Canada:
Can Artificial Intelligence make your assessments fair? What you need to know (accessible only on the Government of Canada network).

Artificial intelligence (AI) can help hiring managers and human resources specialists tackle effort-intensive assessment tasks, streamlining staffing processes and shortening timelines.

This paper summarizes research on the use of AI in assessment and:

- highlights key benefits and risk considerations
- provides practical guidance to help ensure AI-enabled assessments are transparent, inclusive, and merit-based.