Access to justice for all people, and Aboriginal people in particular, is one of the most pressing issues for Saskatchewan. The peaceful settlement of disputes through practices and institutions which are inclusive (and not simply assimilative) and geographically as well as culturally accessible is what the legal profession provides to the public as an anchor of our democratic society. Rule complexity, geographical limitations, and racial or cultural barriers to dispute resolution need to be effectively dismantled so that all citizens can have access to fair and respectful processes for the settlement of disputes.

While this might seem apparent, the accomplishment of a truly inclusive and respectful justice system remains an ideal to which we must dedicate our energy and intelligence in common purpose. Aboriginal people continue to face significant barriers in resolving disputes in Saskatchewan, as do other marginalized individuals and communities. With the profound levels of “lateral” violence, or internalized violence, owing to the trauma experienced by Aboriginal individuals, families and communities in the recent era of displacement and marginalization, healing is possible only if peaceful settlement through law becomes more available and effective than violence. The law is necessary for social reconstruction, family safety and health, and democratic development.

When violence is a primary technique of dispute resolution (or dispute regeneration) then we must evaluate whether legal processes and institutions are truly available, accessible, and responsive. If not, will individuals lose faith in those institutions and practices? An inclusive justice system cannot idly co-exist with widespread conflict and aggression, lest it be perceived as disinterested in social peace or as having disowned responsibility to promote intersocietal harmony. As social peace underpins our professional values in the law, our commitment to access to justice must remain a matter of high priority. A careful evaluation of this issue in relation to Aboriginal people in Saskatchewan is timely.

The Saskatchewan Institute of Public Policy and the First Nations University of Canada are organizing Moving Towards Justice: Legal Traditions and Aboriginal and Canadian Justice conference to be held in Regina on March 2 and 3, 2006. Visit SIPP’s website for more information: www.uregina.ca/sipp

“Rule complexity, geographical limitations, and racial or cultural barriers to dispute resolution need to be effectively dismantled so that all citizens can have access to fair and respectful processes for the settlement of disputes.”

Judge Mary Ellen Lafond (January 2005).
Looking at this issue of our newsletter, I realize that there is a theme emerging in much of the work we have planned for the coming year, a theme that reflects a public policy debate that matters not only in Saskatchewan but across the country. Whether one looks at the contribution of Judge Mary Ellen Turpel-Lafond in this edition of the newsletter, the commentary of our Senior Policy Fellow John D. Whyte, the article by Melissa Irwin on her current research, or a number of our events coming up in the fall, the question of what makes for legitimate governance in a liberal democratic state repeatedly arises. This certainly reflects a concern of the staff at the Institute, but also reflects a broader concern of society. As an independent think-tank, we have an obligation to contribute to the dialogue that is going on in the country about the quality of our governance, and to do so in a way that is both innovative and responsive to our liberal democratic traditions (or which sets us on a useful path away from our previous failures to live up to our liberal democratic ideals).

While good government is a critical agenda for the country, it cannot be SIPP’s only agenda. As Jodi White, head of the Public Policy Forum, was quoted as saying in a recent Globe and Mail article on think-tanks in Canada, the sector needs more eclecticism, a bigger streak of moxie and a country willing to back it. As a university-based institute, SIPP has the capacity to provide an eclecticism that is not limited by an institutional agenda and, looking at the wide variety of contributions from our University of Regina Policy Fellowship Award recipients, the policy issues we will be taking on in the next year will certainly be eclectic. I want to thank them, our other friends in the public policy community, and our members for helping SIPP to respond to Ms White’s challenge. I also value the contributions that you, our readers, can make, so I want to put a question to all of you: what can we do in the future to demonstrate “a bigger streak of moxie” without losing sight of what you already value about SIPP?

Lastly, I need to thank some people who have recently left our ranks. First, our 2005-06 Government of Saskatchewan Senior Policy Fellow, Daniel Hickey, left us as of August 31, to take up a position in the Atlantic Health Sciences Corporation in Saint John, New Brunswick. While Dan’s departure is a loss to SIPP and the province, we wish Dan the best of luck and are pleased he has found an opportunity to return home to New Brunswick. Secondly, after being a member of the SIPP Board of Directors since the Institute’s inception in 1998 and after 4 years as Chairman of the Board, Harold MacKay’s term as Chairman has come to an end. I will miss Harold’s dedication to the organization and his invaluable assistance to me in settling into the Director’s spot this winter, but I look forward to working with the next Chair of the Board in making SIPP grow in both stature and vitality. It is going to be an exciting year, and I look forward to sharing it with you!
ARMCHAIR DISCUSSION SERIES
SIPP is pleased to once again offer a number of interesting speakers through the Armchair Discussion Series. Mark your calendar:

• October 5, 2005: A presentation on the Craik Sustainable Living Project by the Mayor of Craik, Mr. Rod Haugerud.
• November 16, 2005: Professor Narcisse Blood, Red Crow College, will discuss how the disappearance of the bison has impacted both environmental and social sectors.

Please also note that SIPP is pleased to host a special Armchair with the new President of the University of Regina, Mr. Robert Hawkins (this event will take place in 2006).

THE DEVELOPMENT OF SOCIAL POLICY IN CANADA: THE NATIONAL CHILD BENEFIT AS EXAMPLE
For his public lecture, Mr. Bill Warriner, the 2004-05 Government of Saskatchewan Senior Fellow, examines social policy development, exemplified by the National Child Benefit, and demonstrates the connection between the general economic and social pressures associated with international economic integration and the particular social policy challenges and specific programmatic responses as they were expressed through the Social Policy Renewal initiative and the development of the National Child Benefit. The event will take place October 27, 2005 (see website for details).

SASKATCHEWAN CHECK UP
For the third year in row, SIPP is pleased to welcome the Saskatchewan's Chartered Accountants Association to present their assessment of Saskatchewan as a place to live, work, and invest. Please join us November 15, 2005 from 10:30 - noon.

THE OUT-OF-CLASS EXPERIENCE OF UNIVERSITY STUDENTS
SIPP, with the support of the office of the Associate Vice-President (Student Affairs) at the University of Regina, is pleased to undertake a project that researches how Canadian universities are recognizing non-credit student activities. University-recognized activities (including such things as committee involvement, intramural sports, or student association work) may be non-credit activities, yet they greatly supplement and influence both the education and the way of life of a student. Many believe that these activities should be recognized in a formal way and this project hopes to prepare an environmental scan of how universities address this issue. Detailed questionnaires were sent to 30 Canadian universities and initial responses indicate that many institutions are currently working on some type of recognition system for their students. SIPP is particularly interested in the outcomes of the research as it continually encourages the up-and-coming professionals at Saskatchewan's universities to attend all of its activities.

HEALTH REFORM IN CANADA
After years of receiving well thought-out proposals for health reform - many of which are consistent - from arm's-length commissions and advisory committees, federal and provincial governments have made limited progress in their efforts at reform. What are the roadblocks to real health reform in Canada? Duncan Sinclair, former Chair of the Health Services Restructuring Commission for Ontario, will speak on new approaches that may be successful in overcoming some of these roadblocks. The event will take place in the SIPP Window Room on October 13, 2005 (3:00 - 4:30).

SIGN UP FOR SIPP NEWS
All SIPP information sent directly to your inbox...just submit your e-mail address online.

Please visit the SIPP website at www.uregina.ca/sipp for all the dates and details of our events and publications or contact us via e-mail at sipp@uregina.ca.
Liberal democracies are, among other conditions, based on government according to law and the rule of law is a major element of state legitimacy. That this condition depends on judicial supervision of public administration and legislative action should not normally be considered a challenge to sound democratic governance. But in democratic states the judicial role does, from time to time, become controversial and allegations are made, the chief one being that courts are engaged in judicial activism. When this starts it is time both to recall the essential role of judicial review and to ask whether courts are paying appropriate respect to direct democratic processes.

During the summer I spoke at a conference in Jasper, Alberta to judges of the Alberta and Saskatchewan Courts of Appeal and, in Regina, to a regional meeting of the Canadian Association of Former Parliamentarians. Although the formal topics of these talks were very different, they, as well as the discussions that followed each talk, turned out to have in common an exploration of the currently troubled relationship between legislatures and courts – between those who make the laws and those who determine their constitutional validity.

The interest in this relationship by judges and legislature, the wariness with which each group regards the other’s claims for respect, and the contested ideas about judicial legitimacy all reflect what is, in fact, a broad and long standing political tension over the appropriate role of courts in reviewing legislated policies. In Canada, since the enactment of the Canadian Charter of Rights and Freedoms in 1982, this issue has never been far from the foreground. A stream of court decisions applying the Charter has interrupted governmental action from administering criminal justice to enacting social policy. For instance, recent decisions from provincial Courts of Appeal and the Supreme Court of Canada have held that governments’ refusal to perform marriages for same-sex couples is unconstitutional. While this seems not to be counter-majoritarian, it has led some to regret that the courts have a role in settling moral controversies. Even more recently, the Supreme Court of Canada has struck down a provincial ban against private health insurance on the basis that it is an unjustifiable impairment of security of the person. Many have wondered why core elements of social policy should be revised by a court decision, or why a judge believes that it should be the court’s task to determine whether a challenged regulation is justified “by the need to preserve the integrity of a [governmental scheme].”

But it is not just in Canada that the role of courts has become controversial. In the United Kingdom the harsh words of the highest court – the House of Lords – in the Belmarsh case, which found fault with the British government’s treatment of suspected terrorists, has prompted calls for a return to a more robust version of parliamentary supremacy, as well as a restriction on the courts’ authority under the Human Rights Act. The July bombings in London have led to the strong political castigation of Lord Hoffman who, in the Belmarsh case, said that a far greater threat to the British way of life than anything that terrorists could do was what was being done to citizens’ rights by the government. as a result of 9/11 and the Iraq war.

In the United States the legislative branch/judicial branch conflict has become even louder. The complete disdain shown to both Federal courts and the Florida courts by Congress in seeking legislatively to overrule a judicial determination that there was a constitutional right to stop medical support that kept Terry Schiavo alive was met by a quick, virtually unanimous judicial rejection of Congress’ will, and the orders of the Florida governor. This, as well as a series of decisions on abortion, homosexuality, the death penalty and state support of Christianity

‘A stream of court decisions applying the Charter has interrupted governmental action from administering criminal justice to enacting social policy.’
(none of which could be said to be novel, unbalanced or extreme), has produced an outspoken attack on American courts by religious and political leaders such as Pat Robertson, Phyllis Schlafly and Tom DeLay. The contentiousness of the American legislature/court relationship or is also evident in the intense interest paid to the social and religious views of Supreme Court nominee John Roberts, driven by the fear that his conservatism and Catholicism will lead to a Supreme Court endorsement of the social conservative agenda. It is clear that American politics is fixated with the issue judicially imposed constitutional rules.

This tension is not new. In Canada, there was for several decades an unrelieved attack on the decisions of the Judicial Committee of the Privy Council (then Canada’s highest court) based on the not altogether convincing claim that they misinterpreted constitutional provisions that allocated legislative powers and, therefore, distorted Canadian federalism. This debate, however, was calm compared to the intense hostility in the United States between the American New Deal administration and the strikingly conservative Supreme Court, or compared to the much earlier vitriolic exchange between Thomas Jefferson and John Marshall over the rightful place of judicial review. Marshall represented Jefferson as an ambitious demagogue who was filled with ill will towards an independent judiciary and Marshall, said Jefferson, led the federal judiciary’s silent and stealthy gaining of every power.

Notwithstanding the seeming inevitability of this conflict in constitutional democracies, it is valuable to seek to restore calm by remembering basic elements of our statecraft. First, it is a key aspect of modern democracies that their people should be able to choose both shorter-term political projects through making legislative enactments and longer-term governance values and objectives through constitutionalization. When a people make the latter choice, democratic theory requires that those commitments be held up as legal restraints against shifting and immediate majority preferences. In other words, democracy’s expression takes more than one form. Second, when judges give content to constitutional language in ways that were not anticipated at the point of writing, this is not illegitimate interpretive activism but a reflection of the reality that constitutional language is expressed in broad concepts and can apply to specific political contexts only by way of careful consideration of which interpretation will best serve the basic constitutional purpose. Third, there is, in fact, always a dialogic relationship between legislatures and courts. Judges know that legislators respect constitutional values and they recognize that some apparent infringements represent considered accommodation between public interest and those basic values. The Canadian Charter of Rights and Freedoms specifically instructs courts to consider the strength of the legislative case for compromising rights, and constitutional case law in Canada reflects a strong judicial attitude of deference to legislators (sometimes, in the minds of rights seekers, disturbingly so). Finally, while some people fear that the expanded, Charter-based judicial role in Canada has sapped political engagement (and, indeed, democratic participation is an issue in most democratic states), constitutional litigation has frequently sharpened political issues and caused the mobilization of political interests.

Arguably, judicial review has engendered public attention with respect to many important policy issues and has led to a better sense of what values citizens wish to see reflected in public policy.

“Arguably, judicial review has engendered public attention with respect to many important policy issues and has led to a better sense of what values citizens wish to see reflected in public policy.”
New Grad
School Strong in Public Policy

Devon Anderson, Administrator

As a result of a collaborative effort by the Faculties of Business Administration and Arts, the Graduate School of Public Policy (GSPP) was established on May 1, 2005 as a new academic unit in the Faculty of Graduate Studies and Research. It is Canada's newest graduate school in the area of public administration and public policy, offering an interdisciplinary program of interest to students from diverse backgrounds. A Masters program had been offered in public administration as part of the old Faculty of Administration but because of growing popularity, and the desirability of integrating public policy into the mainstream of social sciences, the program was expanded into a separate unit. The school will take advantage of Saskatchewan’s history of innovative public policy and its location in the provincial capital, providing opportunities for senior government officials to speak to students throughout the year.

The school has a strong research profile and is attracting students from across Canada and around the world who are interested in public service, community building and the improvement of public policy and management. The foundation of theory, practice and research provided is preparation for a career in public management or public policy research, or in the non-profit sector.

Courses are designed so that students can take classes part-time while continuing their professional duties or full-time. The GSPP currently offer a Master’s of Public Administration (MPA) program with two streams available: a public management option or a public policy option. Beginning in 2006, the public policy option will become a Master’s of Public Policy (MPP) program and degree. A PhD program in Public Policy will be available in the future – in the meantime students may be accepted on a case-by-case basis.

Two faculty members are assigned to the school full time with a number of sessional lecturers and associate professors and administrative staff. Full-time faculty at this time include Dr. Ken Rasmussen, Director and Associate Dean, and Dr. Greg Marchildon, Canada Research Chair and Professor.

The GSPP is located at 2 Research Drive on the University of Regina campus.

CPRC PUBLICATION

Nine years in development, the Encyclopedia of Saskatchewan is the single largest educational publishing project in Saskatchewan’s history. Led by an experienced publications management team and editorial board consisting of distinguished academics and government representatives, and with contributions from more than 800 writers, the Encyclopedia features 2,200 individual entries covering all aspects of life in Saskatchewan, with over 1,000 charts, graphs, maps, tables, and photographs, including dozens of stunning images by world-renowned photographer Courtney Milne. The 1,100 page single hardcover volume also features 21 major essays written by noted experts on the subjects of aboriginal peoples, agriculture, arts and culture, business and industry, education, geography, health, history, labour, law and justice, military history, politics and government, population, religion and philosophy, science and technology, social policy, sports, transportation, and women.

The Encyclopedia of Saskatchewan will be an invaluable resource for students, teachers, researchers and all who would care to know of the people, places and events that have shaped Saskatchewan’s legacy to Canada and the world. The Encyclopedia will increase awareness and understanding of the province’s rich cultural and natural heritage, and provides a permanent record of the province’s many achievements. With the province’s centenary in September 2005, the Encyclopedia is a fitting and timely vehicle through which to encourage readers to reflect not only on the province’s accomplishments, but on the wealth of opportunities and advantages afforded to Saskatchewan residents.

0-88977-175-8 / $125.00
Health Spending in Saskatchewan: Recent Trends, Future Options

Daniel Hickey, 2004-05 Government of Saskatchewan Senior Fellow

The biggest single public-policy challenge faced by provincial governments is how to slow down the increase in health-care spending that is ravaging their budgets. None know how.

Jeffrey Simpson, Globe and Mail, June 2005

Although popular, discussions centring on the sustainability of our publicly funded, universally accessible health system are, in one sense, not particularly helpful to the current health policy discussion, as the debate presumes the existence of an explicit or generally understood financial threshold beyond which the system is not able to be maintained on a permanent basis.

No such threshold is commonly acknowledged, or routinely cited, and jurisdictions may – as has been the pattern and practice over the last thirty years – allocate an ever increasing share of their collective resources to supporting the health sector, thereby rendering the question of the sustainability of the health system to some extent superfluous, if not confusing, to the general public.

On the other hand, the discussion of sustainability is beneficial in that it focuses our attention on the phenomenon of escalating health costs, and the implicit trade-offs made – and to be made – in the funding of health care rather than other worthwhile social endeavours. This is in fact the premise underlying much of the sustainability debate; that is, the costs of health care are at present substantial and increasing at a significant rate such that the situation will be detrimental to the maintenance of other important sectors of society (education, public infrastructure, economic development, social services) at some imminent or future date.

While the sustainability debate then involves a broader and somewhat more subjective discussion (i.e. to what extent is health spending precluding the proper development of other valued public endeavours), an appeal to the facts of provincial health spending and financing is of assistance to better understand the current and future policy challenges facing Saskatchewan. Some initial and preliminary conclusions may be advanced as follows:

- Contrary to media reports and public claims of funding reductions, provincial expenditures on health services and products have increased by substantial amounts over an extended period of time.
- More specifically, health spending has increased over the last thirty years in both absolute and relative terms, exceeding growth in the provincial economy, population, inflation and general government revenues, and has contributed to higher provincial deficits and debt levels.
- Within this historical trend of rising provincial expenditures, three distinct periods of provincial spending are evident – escalating costs (1975 to 1990), spending restraint (1990 to 1996) and renewed expenditures (1996 onwards).
- Although provincial spending in all major health programs has increased, Saskatchewan ranks at present among the lower grouping of provinces in terms of share of overall resources (gross domestic product) spent on health care. Further, the share of costs borne by the private sector (individuals and private firms) has declined marginally and is lower in Saskatchewan than most other jurisdictions.

- In contrast, and despite various efforts to reduce growth, health costs represent an increasing demand on the public purse, growing as a portion of total government revenue and operating expenditure. In some cases, the majority of recent incremental spending has been for professional fee and compensation increases.
- Notwithstanding the substantial increases occurring in provincial government health expenditures, Saskatchewan spends less at present on a per capita basis than most other jurisdictions. Further, health costs are expected to increase over the next twenty years (for reasons of inflation, technological advancements and demographic changes) and future financing will present a challenge for Saskatchewan, and other provinces, to manage.

- The methods of health financing are, however, limited and few in number, and differ by the extent to which health use – and costs – are distributed across a population. Because health use (and need) is not uniform, but rather concentrated among a relatively small portion of the population, changes in the funding mechanism will be beneficial to some groups, and detrimental to others.

Mr. Daniel Hickey is the 2005-06 Government of Saskatchewan Senior Fellow and is conducting his policy research in the areas of health expenditures, and health financing. He was a staff member on the 2001 Saskatchewan Commission on Medicare and, most recently, was the recipient of the 2004 SIPP Graduate Student Public Policy Essay award.
THE FLOW OF IDEAS

Following an interesting first semester of the University of Regina new SIPP Fellow Research Program, the staff at the Institute are once again excited to work with a new crop of University of Regina faculty, exploring a variety of public policy issues. Each fellow must prepare a paper for publication in the Public Policy Paper Series, which is a peer-reviewed series of papers now numbering almost 40. The 2005-06 fellows met with SIPP and discussed their projects:

**Peter Bisson** (Religious Studies, Campion College) will examine how faith-based social justice groups in Regina use their religious resources for involvement in the public sphere. Efforts so far have concentrated on an ongoing study of the social and political involvements of the reference group where Peter has been developing the questions and heuristic models, the international Catholic religious order commonly known as the Jesuits. At the moment they are trying to become more aware of how they implicitly use their rather well-defined spirituality in social ways. Findings show that the desire to do something similar seems typical of at least Christian NGO’s now. The Regina study will help Peter test some questions and to narrow his focus.

**Dongyan Blachford** (International Languages) will focus on the issues related to China’s and Canada’s policies and strategies towards those minority groups that demand independence such as Quebec and Tibet. The research will provide a better understanding of the socio-cultural and political underpinning of the two governments’ handling of ethnic and sovereignty issues and the implications for the relationship between Canada and China, and for international sovereigntist movements.

**Mary Blackstone** (Fine Arts) is working on ethics policy issues connected with the federal Tri-Council Policy Statement governing all research involving human subjects. In particular, she is examining how successfully the policy is adapted to social sciences and humanities research in the area of free and informed consent, and more generally to research involving the fine and performing arts. Mary is currently serving on the Social Sciences and Humanities Working Committee of the Panel on Research Ethics.

**Bill Bonner** (Business Administration) is exploring the existence and persistence of privacy concerns in an effort to increase understanding of the issues involved. Despite considerable resources expended on addressing it, the concerns have not diminished. In seeking to understand this conundrum, the research focus is on, “How does privacy arise as a problem and does the way it is conceived address the issue or exacerbate it?” A secondary question is, “Where is the conversation shaping the privacy debate taking place and what are the consequences?”

**Sylvain Charlebois** (Business Administration) attempts to recognize the overall modus operandi of the Canadian Dairy Commission (CDC) in order to eventually make it a more efficient organization, capable of acting more in the public
interest. Severely criticized by members of the World Trade Organization, the CDC has been an integral part of Canadian dairy industry for a long time and is widely recognized as a very powerful supply management marketing board. The CDC has been advantageous to dairy farmers in the past, generally helping the agri-business sector of the economy to develop and be competitive. However, arguments have been presented that the current organizational structure of the CDC is obsolete.

The economic function of the CDC raises important macromarketing issues, which not only have implications for wealth redistribution but raise serious administrative law and civil liberties questions as well.

Jocelyne Praud (Political Science), together with Dr. Karl Henriques, will write a paper on parity democracy - that is a democracy where women and men are equally represented in elected assemblies - in comparative perspective. More specifically, the paper will examine the key role of the European Union in the emergence, evolution, and dissemination of the idea of parity democracy and compare the recent constitutional reforms adopted by France, Belgium, and Italy to bring more gender balance to their elected assemblies. Some attention will also be paid to the relevance of parity democracy to the Canadian context and, in particular, to the gender parity initiatives proposed in Nunavut and Quebec.

Hafiz Akhand (Economics) argues that recent studies show that foreign aid in its present form has not been effective in improving the standard of living of the aid recipient countries. On the other hand, studies found that countries with better institutions, more secure property rights, and less distortionary policies have higher income per capita. Hafiz's paper brings these two strands of literature together to explore whether aid can foment reforms in policies and institutions that in turn foster economic growth.

---

Risk and Opportunity: Creating Options for Vulnerable Workers

with Dr. Ron Saunders

Ron Saunders has been Director of the Work Network at Canadian Policy Research Networks since January, 2003. Ron is formerly the Assistant Deputy Minister, Policy, Communications, and Labour Management Services Division at the Ontario Ministry of Labour, where he served in a number of policy positions since 1986.

The combination of pay, benefits from employment, and benefits and supports through government-funded programs should be enough to give working people the tools they need to avoid poverty. We have failed as a society to realize this objective. While the labour market is, to some extent, characterized by highly educated ‘knowledge workers’ whose skills are in demand, a large part of the labour force finds it difficult to obtain work that provides a decent income and working conditions that meet societal norms. This presentation is a synthesis of CPRN’s series of studies on vulnerable workers and will include:

• a discussion of some of the key forces, such as globalization, that affect labour market trends;
• an examination of various dimensions of vulnerability in the labour market: the characteristics of low-paid workers, the exclusion of some workers from coverage by laws governing minimum standards, the difficulties some have in accessing their statutory entitlements, problems regarding access to income security programs and non-statutory benefits and supports, and the difficulties that some workers have in gaining access to collective representation; and
• an exploration of the policy options to address these issues and improve access to work that provides adequate income and basic employment rights.

**REGISTRATION**

There is no cost for this event, but seating is limited. Please register with SIPP at:

Telephone: 306.585.5869    Fax: 306.585.5780   Email: sipp@uregina.ca
The demographic change that most, if not all organizations, will face is also confronting the Saskatchewan public service. We’ve been monitoring our demographic profile for some time, and we’ve been preparing for it in a number of ways. For example, we’ve started a biennial employee survey to get feedback and select priorities to make our workplaces as positive and welcoming as we can. This is important for our current employees and for the upcoming competition for talent.

We’re also looking at ways to make the public service more attractive to youth. We know that interesting and challenging work, opportunities for learning and advancement, supportive managers and work environments, work-life balance, compensation and stability are as important to young professionals as to other employees.

Our focus on youth recruitment is a relatively new direction for the public service. We’ve had a stable workforce for many years and there have been times when there haven’t been jobs available, even for talented new people, which I know has at times been frustrating for new graduates who would have liked to work in the public service.

Over the next decade, as growing numbers of managers and professional staff retire, there will be many more opportunities. Not only with there be more openings, but these openings will lead to exciting careers, with a unique range of responsibility and experience. New professionals will have the chance to move throughout the public service. They’ll be able to explore areas they’d like to develop further, and to decide whether they’d like to grow in depth, to become deeply involved in specific issues or skills and experience - or to grow in breadth, to become highly talented generalists, able to offer a wide, high-level perspective on issues facing the province.

Currently, our initiatives for youth include student and co-op jobs, and internships. We’ve also developed a New Professionals Network so that new public servants can get to know each other - and more senior officials, too. The Network is also a chance for new professionals to learn more about career development, and for us to learn more about their needs and interests.

When I talk to students and young professionals, one of the points I stress is that by choosing a career in the public service, they can have a powerful impact on the individuals, families and communities of this province. There will be opportunities to provide advice and develop programs to address issues ranging from child care and immigration to tax reform and transportation.

Public servants care for our environment, they protect public safety in our communities, they help our children prepare for the future, they promote our arts and culture, they ensure safe, fair and productive workplaces, and they help develop our rich natural resources. I encourage young professionals to come and work with us, and make a difference.

I would definitely consider the Saskatchewan government a viable and desirable career option. Although I understand that this job environment allows for limited opportunities, especially when compared to those in other provinces, I feel that it would provide many extremely positive benefits. Our provincial government offers unique, varied and diverse employment prospects as well as respectable financial compensation and professional stability. This is extremely significant as it provides young people with the opportunity to remain in Saskatchewan in both the short and long-term future.

Melissa - 2005 President’s Leadership Program Student
As the current student research assistant at SIPP, I have been fortunate to work on a number of interesting projects. My first major undertaking was a collaborative project with Saskatchewan Population Health and Evaluation Research Unit (SPHERU). The research examined citizen involvement in political decision-making and how the inclusion of citizen perspectives has affected policy-making.

Increased citizen engagement has been a direct response to a deeply disturbing trend in Canada of increased political apathy, distrust and disillusionment. Deliberative democracy is a democratic political system that incorporates elements of citizen deliberation and participation into the more traditional system of elites in the decision-making processes. The fundamental concept is that when informed citizens are included and allowed to voice and debate their opinions, decisions will be more reflective of the entire society and distinct from those made solely by the political elite. It also lends validation, accountability and legitimacy to the process.

This topic is highly relevant and has been incorporated into many recent policy processes in Canada, including the Citizens’ Forum on Canada’s Future (or Spicer Commission), The Citizen’s Dialogue on the Future of Health Care and resulting Romanow Report (Building on Values: The Future of Health Care in Canada), the Citizen’s Dialogue on Canada’s Future: A 21st Century Social Contract and the British Columbia Citizen’s Assembly on Electoral Reform. Ongoing research by SIPP and SPHERU will examine these case studies and others to reveal whether policy decisions are significantly affected by the inclusion of Canadian citizens. Initial results of these studies have been extremely encouraging.
**SIPP Members Night**

The Institute is pleased to announce that the guest speaker for the second annual SIPP Members Night event will be Ms. Jodi White, President of the Public Policy Forum (date TBA). This event is open to SIPP members only, and membership can be ordered by contacting Karen at 585-5869.

**INDIVIDUAL MEMBERSHIP / COST $45.00 per year**

**INSTITUTIONAL MEMBERSHIP / COST $100.00 per year**

---

We encourage your comments; please feel free to contact us to contribute to our newsletter (sipp@uregina.ca).