

UCS Fact Sheet

UNIVERSAL CLASSIFICATION STANDARD OVERVIEW

AUGUST 2000

The Public Service of Canada

Number of departments and agencies	66
Number of Public Service employees	146,000
Annual payroll costs	\$9 Billion
Number of employees under separate employers (i.e. military)	145,000
Annual payroll costs	\$7 Billion
Number of employees directly involved in HR management	7,000

Universal Classification Standard (UCS)

The Universal Classification Standard is a significant change in human resource management that will replace the outdated, current Public Service classification system that has 72 different standards.

It measures work according to one universal standard, simplifies the way positions are classified and addresses problems with gender bias.

Goals of the standard

- Universality – one standard to measure all work
- Gender Neutrality – equally valuing male-predominant and female-predominant work
- Simplification – easier to understand and administer and is transparent

Alignment of our classification measures to our core business:

The Public Service of Canada has four key roles -

- the formulation of policy
- delivery of service to Canadians
- legislation to protect the public
- stewardship of Canada's natural resources

UCS Factors and Elements

The **Responsibility** factor credits the requirement to be accountable for people, ideas and things.

Elements

- * Information for the use of others
- * Well-being of individuals
- * Leadership of human resources
- * Money
- * Physical assets and products
- * Ensuring compliance

The **Skill** factor measures what employees need to know about, or be able to do, to perform the assigned work.

Elements

- * Job content knowledge application
- * Contextual knowledge
- * Communication
- * Motor & sensory skills

The **Effort** factor measures the mental and physical demands of the work.

Elements

- * Intellectual effort
- * Sustained attention
- * Psychological / emotional effort
- * Physical effort

The **Working Conditions** factor recognizes that the work is performed in different surroundings and places – physical and psychological situations of the work and their potential effects on the health of employees.

Elements

- * Work environment
- * Risk to health

For more information about UCS visit our public Web site at

<http://www.tbs-sct.gc.ca/ucs-ngc>