

# MORE FLEXIBLE STAFFING IN THE PUBLIC SERVICE

The Public Service Commission has recently announced changes to the staffing process which will result in new, more flexible Selection Standards and an easier method of doing certain types of transfers.

## Selection Standards

After intensive study and revision, the new Selection Standards became effective on August 1, 1989. These new standards are applicable to occupational groups within all categories other than the Management Category. Can you imagine one manual instead of 35 manuals? Qualifications required to perform the duties advertised will be posted in the same manner as before these changes came into effect. However, all of the qualifications for the position advertised can and may be used for rating candidates, including the experience factor. The structured approach that we have grown used to seeing on competition posters is a thing of the past.

The Area of Competition section is not affected by these changes.

Increasing the flexibility of statements of qualifications was considered necessary to give managers more responsibility and accountability for their assessment and selection decisions.

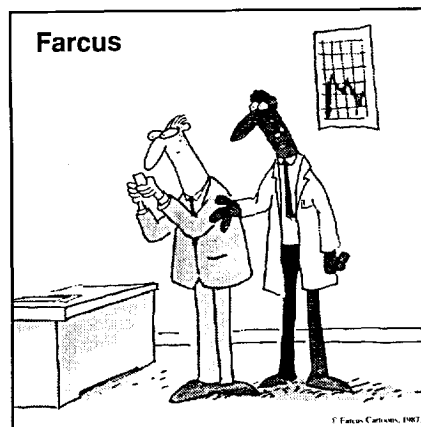
## Transfers

An Exclusion Order was granted for the purpose of facilitating the movement of individuals between departments or within their own department, without consideration of relative merit and without these appointments being subject to appeal. This type of lateral transfer will apply only with the consent of the employee, where there is no change in the occupational group or subgroup and the appointment to the new position is at the same or a lower level. To illustrate, a PM-05 could transfer by means of this Exclusion Order to another PM-05 or to a PM-04. The only position requirements that must be met are the applicable language, medical, security and mandatory occupational certifications.

Recruitment or promotion exercises are not affected by this Exclusion Order.

In conclusion, these changes are meant to increase the flexibility of the staffing system and to enable managers to make better staffing decisions.

Anyone interested in more information on these changes should contact their staffing consultants in APSO (Operations).



We're trying to reduce the paper work.