

for classification work being exercised by departments and a co-ordinating responsibility being carried out by the Treasury Board through standards, guidelines and general supervision.

2. Pay, Leave and other Economic Benefits - With the advent of collective bargaining and arbitration, the Commission expects to be relieved of any statutory responsibility for making recommendations in those areas which will comprise the subject matter of bargaining. Complete responsibility for pay, leave and other economic benefits will rest with the Treasury Board, along with the obligation to conduct negotiations with the staff associations.
3. Pay Research - The Preparatory Committee on Collective Bargaining has recommended the transfer of the pay research function from the Commission to the proposed Public Service Staff Relations Board. Once such a Board is established we would expect to have no further responsibility in this area (a departure from Glassco with which I cannot quarrel). The Pay Research Bureau should operate as an independent neutral research unit under direction of a neutral body.
4. Appeals on Discipline - With the passage of legislation providing for the adjudication of grievances under the Public Service Staff Relations Board, the Commission does not expect to play any part in the adjudication of disciplinary problems. At the present time the Commission processes about 1,000 appeals a year. Many are appeals against administrative discipline in departments. We expect to be relieved entirely of adjudication of disciplinary grievances as a result of adoption of a grievance procedure in departments, with final adjudication carried out under direction of the Staff Relations Board. So much for what we will not be doing.

Let me now address myself to what we will be doing — or what we expect to be doing!

Staffing

It is our intention to become the most efficient facilitator and co-ordinator of public service staffing in the democratic world. At the same time we hope to preserve and give added lustre to the principle of merit throughout the whole Canadian Public Service. Brave words! - maybe - but so far I can see no insurmountable obstacles to the achievement of this objective. We wish to extend the influence of the merit principle. Some 140,000 employees on public service payrolls now come under the regulations