

# The Main Changes to the Acts and Their Impact

## *Public Service Employment Act (December 31, 2005)*

### Delegation at the lowest management level possible

- Authorities delegated by PSC to deputy heads
- Give deputy heads direct authority to:
  - Make deployments
  - Extend term employment
  - Terminate probationary employees
  - Accept resignations
  - Lay off employees
- Deputy head must sub-delegate in writing

### Values Based Approach

- Fairness
- Access
- Transparency

### Responsibilities of DH and Managers

- Hold virtually all staffing powers
- Accountability:
  - Staffing management accountability framework sets out: governance, planning, policies, communication and control of staffing in a department

### Merit Criteria

- Essential qualifications for the position (based on job description, work environment and qualification standards)
- AND
- Additional qualifications
- Current or future operational requirements
- Current or future needs of the organization

Right fit instead of best qualified

### Notification in Internal Appointment Process

*When all merit criteria have been assessed for the specific appointment, the first notification with the names of the people considered for appointment is sent to the appropriate employees/candidates for both the advertised process (candidates who participated in the process) and the non-advertised process (employees in the area of selection)*

- There will be a minimum of a five working day waiting period between the first and the second notification allowing for opportunity to resolve issues
- No appointment can be made during the waiting period
- After the waiting period, the second notification with the names of the people appointed or proposed for appointment will be issued

### Recourse

#### *Previous System: Appeals*

- At the end of the process, a right of appeal was provided to unsuccessful candidates
- Unsuccessful candidates could lodge an appeal within 14 days
- The PSC heard and resolved appeals
- Grounds for appeals were numerous and varied
- Appeals process focused on comparing one candidate to another (i.e. "I am better qualified than he or she")