

SECTION IIDEFINITIONS

"Discretion" in general involves the comparison and the evaluation of possible courses of action. In other words, it involves making a decision after having considered and evaluated the various possibilities available. The term as used implies that the employee at these levels has some authority or power to make an independent choice free from direction or supervision, with respect to matters of significance or importance where an aspect of one of the Post's programmes is concerned.

The term "discretion" does not necessarily imply that the decisions made by the employee must have a finality that goes with unlimited authority and a complete absence of review. The decisions made as a result of the exercise of "discretion" may consist of recommendations for action rather than the actual taking of action. The fact that an employee's decision may be subject to review and that, occasionally, the decisions are revised or reversed after review, does not mean that the employee is not exercising "discretion".

"Established methods" is to be interpreted broadly to include the guidance provided by manuals, directives, and precedents.

"Under Direction" refers to a situation where the employee is directed to achieve a definite objective. The organization of work and the methods of producing the desired results are, however, the employee's responsibility. The employee is expected to overcome all problems of a technical or subject-matter nature and to meet with and solve such general problems as are governed by plans, policies and procedures and objectives of defined areas of work. In general, on problems of a wider scope, the employee is expected to consult with colleagues and to obtain advice from superiors. The employee makes no decisions affecting policy but may make recommendations on policies as they relate to the area of work.