

THE NEW ROLE OF THE CIVIL SERVICE COMMISSION

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The title of this talk might more properly read QUO VADIMUS because in some respects I can only share with you the Commission's own intentions as to the road we are travelling. Some of our plans are already under way within the context of our present Civil Service Act. There are certain others which we cannot implement until the necessary legislation has been passed. The Government's intention with respect to such legislation is clear. What Parliament will decide remains to be seen.

There are three pieces of legislation involved. The first is the "Public Service Staff Relations Act", which will provide for collective bargaining. This will be introduced in the House of Commons next week. The second piece of legislation will bring about certain changes in the "Financial Administration Act". The third will be under the title of "Public Service Employment Act" and will be an entirely new piece of legislation which my colleagues and I hope will replace the present Civil Service Act.

The new role of the Civil Service Commission bears a strong resemblance to that envisioned for it in the Report of the Royal Commission on Government Organization, (the Glassco Report), but departs from that monumental blueprint in certain significant ways. I make no apology for these deviations. Subsequent study and more intensive exposure to some of the current practical problems of public personnel administration in the Federal Service, together with the Government's declared intention to introduce collective bargaining and arbitration, has convinced me that some of Glassco's recommendations cannot or should not be implemented.

Before launching into a discussion of our new role, let me briefly summarize the roles we expect to abandon.

1. Classification - With the completion of the classification revision programme and the advent of collective bargaining, the Commission is expected to relinquish the statutory responsibility for classification of positions. We fully expect to see the transfer of this function to the Treasury Board and from it to the departments. The Bureau of Classification Revision is making good progress and hopes to complete its work by the target date of July 1, 1967. Ultimately I see the operational responsibility