



CANADA

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## CHANGES IN CANADA'S PUBLIC SERVICE

The following passages are from a recent address by Prime Minister L.B. Pearson to the Professional Institute of the Public Service of Canada in Ottawa on March 11:

...We are now in the midst of important Civil Service innovations affecting both internal organization and service to the public:

- A Department of Industry has been created; an Economic Council has been set up; a Scientific Secretariat has been established to co-ordinate all scientific endeavours in the public service, and ensure that they are administered as effectively as possible; the National Employment Service is being reconstituted; purchasing and supply functions are being reorganized;
- the defence establishment is undergoing a very dramatic series of reforms;
- careful and searching examinations of the administrative machinery of departments such as Northern Affairs, Transport, Post Office, External Affairs, and Citizenship and Immigration have either been completed or are under way.

### ADMINISTRATIVE MODERNIZATION

This wave of modernization is also affecting the central machinery and the fundamental techniques of administration:

- The Treasury Board is being given a new status; its functions and those of the Civil Service Commission are being re-examined and re-defined; the relation between the central agencies and the operating departments is being modified;

- there is a general move towards a greater degree of administrative decentralization and a new emphasis on managerial responsibility;
- new principles and techniques of financial administration and control are being tested and introduced;
- a comprehensive revision of the public service systems of classification and pay is being carried out;
- preparations are being made for the introduction of a system of collective bargaining and arbitration.

Taken together, these developments constitute if not an administrative revolution at least a radical change in the administrative arrangements of our public service — a change, I hope, which will enable the service to serve Canadians in the future even more effectively than in the past.

### CHANGES IN STAFF RELATIONS

A number of these administrative changes, while warranted in their own right, have clearly been precipitated by the very real pressures of the reforms needed, and now contemplated, in staff relations. As the main lines of the proposed new regime have emerged from the deliberations of the Preparatory Committee on Collective Bargaining, it has become clear that traditional lines of authority and responsibility will require adjustment if the official side is to meet the demands to be made upon it, both at the bargaining table and in the administration of collective agreements.

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