

Financial Administration Act

(April 1, 2005)

Changes

Direct authority to deputy head to:

- Determine learning, training and development requirements
- Provide for awards and rewards
- Establish standards of discipline and set penalties
- Terminate employees in an alternative service delivery situation
- Terminate or demote for unsatisfactory performance or incapacity

Managerial Responsibilities

- Being exemplary in managing employees (recognize employees and manage non performance problems)
- Maintain your competencies related to sub delegated authorities
- Justify your decisions if faced with a grievance or complaint

Corporate Responsibilities

- Review policies and procedures
- Build management capacity
- Implement monitoring, evaluation and reporting systems
- Facilitate labour / management collaboration

Canada School of Public Service

(April 1, 2004)

Changes

- Integrated organization – Creation of the new school
- Required training for Managers
- Link with Federal Government Continuous Learning Policy

Managerial Responsibilities

- Provide access to orientation/ training sessions on HR Management and PSMA
- Provide access and opportunity for learning plans

Corporate Responsibilities

- Link Departmental Learning Framework and Government Policy
- Build managerial expertise
- Sensitize employees on PSMA changes

