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")