

(a) Is employed in a position confidential to the Governor General, a Minister of the Crown, a judge of the Supreme or Federal Court of Canada, the deputy head of a department or the chief executive officer of any other portion of the Public Service;

(b) Is employed as a legal officer in the Department of Justice;

(c) Is employed as an officer or employee on the payroll of the Treasury Board;

(d) Is directly involved on behalf of the Public Service Commission in a formal process of

(i) Appointments

(ii) Consultation, or

(iii) Redress

prescribed by or under the Public Service Employment Act;

(e) Effectively participates in the determination of government policies or programs, or participates in the approval of plans of organization;

(f) exercises effective control over employees;

(g) (i) Is directly involved on behalf of the employer in the process of collective bargaining or consultation prescribed by this act or exercises appointing authority on behalf of the employer; or

(ii) Is primarily engaged in the administration of personnel policies or programs other than a person whose duties are of a routine or clerical nature;

(h) Is a person to whom the persons identified in subparagraphs (c), (d), (e), (f) or (g) are directly accountable in respect of the duties described in such subparagraphs; or

(i) Is engaged in confidential duties under the exclusive direction and control of a person or persons identified in subparagraphs (b), (c), (d), (e), (f), (g) or (h) other than a person in a support capacity whose confidential duties relate solely to the processing of grievances at the first level in the grievance procedure established under this act,

and includes any other person who, in the opinion of the board should not be included in a bargaining unit by reason of a conflict between his duties and responsibilities to the employer and any interest he might have as a member of a bargaining unit.

and, if so, has the government implemented the recommendation and, if not, for what reason?

Hon. Donald J. Johnston (President of the Treasury Board): See reply to question No. 1,291 answered this day.

Question No. 1,295—**Mr. Herbert:**

Is the government aware of the recommendation by the Special Joint Committee on Employer-Employee relations in the Public Service in a report to parliament in February 1976 as follows:

That the purpose of the pay research bureau continue to be that of supporting the collective bargaining process, to assist in the resolution of employer-employee disputes in the Public Service of Canada, and where appropriate to provide data to assist the collective bargaining process generally in the public sector.

That the independent character of the pay research bureau which has always been operationally independent of the government, the employer and the bargaining agents in the Public Service of Canada, continue to be maintained under the administrative control of the Public Service Staff Relations Board.

That the advisory committee on pay research established to assist the pay research bureau in the determination of program priorities and methods continue in this role and that the board encourage the involvement of all public service bargaining agents and all public service employers in the work of the committee with a view to widening the support which the bureau provides to the collective bargaining process.

That the pay research bureau's activities, methodology and information receive greater publicity so that its value and importance may receive wider recognition from employees in the Public Service of Canada as well as from the general public, thereby influencing the collective bargaining process and assisting in the resolution of employer-employee disputes.

That wherever possible and without detracting from its primary purpose, the pay research bureau be encouraged to make available its reports for public distribution.

That the pay research bureau be empowered to co-operate with similar agencies in other jurisdictions in Canada towards the most efficient and effective gathering, presentation and distribution of employment data.

That, in order to achieve the aim of the above recommendations, the Public Service Staff Relations Act provide for a Pay Research Bureau, subject to the direction and regulation of the Public Service Staff Relations Board, to collect, analyse, present and make available data relating to terms and conditions of employment and related matters in public and private employment.

That, recognizing the complexity of the issues faced by the Public Service Staff Relations Board in the discharge of its responsibilities including the rendering of arbitration awards within the terms of reference established by section 68 of the Public Service Staff Relations Act, the Public Service Staff Relations Board be encouraged to undertake to improve the arbitration process.

and, if so, has the government implemented the recommendation and, if not, why not?

Hon. Donald J. Johnston (President of the Treasury Board): See reply to question No. 1,291 answered this day.

Question No. 1,296—**Mr. Herbert:**

Is the government aware of the recommendation by the Special Joint Committee on Employer-Employee relations in the Public Service in a report to parliament in February 1976 as follows:

That changes in technology, operations, organization or any other dimension of the structure or character of the employer's resources to provide service to the public be recognized as a prerogative of the employer.