

8.1.3 All Rotational and Non-Rotational Staff

To address the issue of low representation of designated group members in these categories, departmental efforts will concentrate first on recruiting target group members for which specific representation problems have been identified, and second, on promoting career advancement for these people based on ability and merit.

As the Public Service Commission maintains an extensive national inventory of persons seeking employment, the Department will take advantage of this resource pool by negotiating an agreement with the PSC to systematically refer newly received applications from target group members that appear to have qualifications corresponding to our requirements. Additional efforts will be made to conduct individual searches of special inventories to identify candidates that may have unique and specialized skills in some areas.

The Department will continue to ensure a balanced representation of women on selection boards and will ensure that the guidelines on participation of target group members on recruitment/promotion boards are followed.

As well, to alleviate some of the barriers inherent in the selection process, especially for disabled persons, the following initiatives will be taken:

Alternative testing and selection tools will be identified and used by staffing officers. These could include:

- use of sign language interpreters or computer technology to conduct interviews of hearing impaired candidates,
- administration of any written component of a selection process orally for visually impaired candidates,
- use of alternative formats such as braille, large print, and provision of technical aids, as required.