

APPOINTMENTS UNDER THE PUBLIC SERVICE EMPLOYMENT ACT

In accordance with the Public Service Employment Act, the Public Service Commission may authorize a Deputy Head to make appointments.

Appointments are made on the basis of merit. 'Merit' means the person to be appointed meets the *essential qualifications* (i.e. not all) for the work to be performed as established by the Deputy Head. This rather vague definition includes:

- official language proficiency;
- any additional qualifications that the Deputy Head may consider to be an asset for the work to be performed, at that time or in the future;
- any current or future operational requirements by the organization that may be identified by the Deputy Head; and
- any current or future organizational needs that may be identified by the Deputy Head.

It is not deemed to be 'offensive' to the merit principle if only one person is considered for appointment.

While the language in the Public Service Employment Act gives the Public Service Commission the authority to appoint, the Act presumes that the PSC can – and will – delegate the authority to Deputy Heads. In turn, the Deputy Head can delegate that authority down to the lowest-possible managerial level.

In effect, this means that managers far closer to the 'front line' than was the case in the past will be making appointments.

(March 2006)