

ended the previous March 31 and statements of revenues and expenditures and of assets and direct and contingent liabilities, together with other accounts and information required to show the financial transactions and financial position of Canada or which are required by law to be reported in the *Public accounts*. The statement of assets and liabilities included in the *Public accounts* is designed to disclose the amount of the net debt, which is determined by offsetting against the gross liabilities only those assets regarded as readily realizable or interest- or revenue-producing. Fixed capital assets, such as government buildings and public works, are charged to budgetary expenditures at the time of acquisition or construction and are shown on the statement of assets and liabilities at a nominal value of \$1. Monthly financial statements are also published in the *Canada Gazette*.

The Auditor General. The government's accounts are subject to an independent examination by the Auditor General who is an officer of Parliament. With respect to expenditures, this examination is a post-audit to report whether the accounts have been properly kept, the money spent for the purposes for which it was appropriated by Parliament and expenditures made as authorized; any audit before payment is the responsibility of the requisitioning department or agency. With respect to revenues, the Auditor General must ascertain that all public money is fully accounted for and that the rules and procedures applied ensure an effective check on the assessment, collection and proper allocation of the revenue. With respect to public property, he must satisfy himself that essential records are maintained and that the rules and procedures applied are sufficient to safeguard and control it. The Auditor General reports the results of his examination to Parliament, calling attention to any case which he considers should be brought to the notice of the House. He also reports to Ministers, the Treasury Board or the government any matter which in his opinion calls for attention so that remedial action may be taken promptly. It is the usual practice to refer the *Public accounts* and the *Auditor General's report* to the House of Commons Standing Committee on Public Accounts, which may review them and report the findings and recommendations to the House of Commons.

3.2.2 Government employment

Treasury Board (a statutory committee of Cabinet) has over-all responsibility for personnel management in the federal Public Service. In this role it is responsible for development and application of personnel policies, systems and methods to ensure that the human resources needed to carry out programs effectively are obtained at competitive prices and used efficiently with due regard for the individual and collective rights of employees.

The Public Service Commission (an independent agency responsible directly to Parliament) ensures that staffing requirements of departments and agencies are met in accordance with the merit principle, operates staff development and training programs, including language training, and establishes appeal boards as provided for in the Public Service Employment Act.

Treasury Board. Under provisions of the amended Financial Administration Act and the Public Service Staff Relations Act, both proclaimed on March 13, 1967, Treasury Board is responsible for the development of policy guidelines, regulations, standards and programs in the areas of classification and pay, conditions of employment, collective bargaining and staff relations, official languages, manpower training, development and utilization, pensions, insurance and other employee benefits and allowances, and other personnel management matters affecting the Public Service.

It is concerned with the development, implementation, maintenance and evaluation of policy guidelines, programs and procedures for the accurate determination, allocation, development and efficient utilization of employees needed in the Public Service to carry out programs effectively. The aim of these measures is to improve the effective use of manpower resources in the Public Service and to this end Treasury Board makes recommendations on organization development, manpower planning, the determination and evaluation of training needs and educational programs, and advises departments and agencies on the design and implementation of systems to improve manpower management.