

Treasury Board also develops policy guidelines, programs and regulations on salary administration, benefits and allowances for the Public Service. These functions involve the development and maintenance of classification programs and the associated salary structures. Through delegation, responsibility for classification and the administration of salaries is being transferred progressively to departments, subject to a monitoring process. Benefit programs and allowance policies approved by the Board are designed to give maximum responsibility for administration to departments.

Under the system of collective bargaining established by the Public Service Staff Relations Act, Treasury Board is the employer for all employees in the Public Service, except for certain separate employers such as the National Research Council and the National Film Board. The Board negotiates collective agreements with the unions representing 80 bargaining units and advises departments on their administration. Consultations are held with representatives of bargaining agents, directly or through the National Joint Council, on matters which are not subject to bargaining or which have wide application in the Public Service. The Board determines terms and conditions of employment of employees excluded from collective bargaining, and develops policy guidelines and standards to govern physical working conditions and occupational health and safety. It prepares and presents the employer's position on grievances referred to adjudication, and advises or assists departmental management at preceding stages in the grievance process. The Board presents the position of the employer in applications for certification by employee organizations and in hearings before the Public Service Staff Relations Board on applications for the exclusion of employees from bargaining units.

The Board develops policy guidelines, co-ordinates the administration and recommends periodic revision of pension, insurance and related programs for the Public Service and negotiates reciprocal pension transfer agreements with other public and private employers. It also studies and proposes means of ensuring compatibility between Public Service employee benefits and social security programs such as medicare and the Canada and Quebec Pension Plans.

Public Service Commission. The Public Service Employment Act, which became effective on March 13, 1967, continues the status of the Public Service Commission as an independent agency responsible to Parliament. The Commission has the exclusive right and authority to make appointments to and from within the Public Service. The Commission is also empowered to operate staff development and training programs, to assist Deputy Heads in carrying out training and development and in 1972 was charged with investigations into cases of alleged discrimination on grounds of sex, race, national origin, colour or religion in the application and operation of the Public Service Employment Act.

It may establish boards to render decisions on appeals against appointments made from within the Public Service and against release or demotion for incompetence or incapacity, to make recommendations on the revocation of appointments improperly made under delegated authority and to render decisions on allegations of political partisanship.

The Commission grants or withholds approval of applications for leave of absence from public servants who wish to be candidates in federal, provincial or territorial elections and conducts investigations into allegations of improper political activities on the part of public servants.

The Act authorizes the Commission to delegate to Deputy Heads any of its powers, except those relating to appeals and inquiries. The Commission has delegated its powers to make appointments in the Operational and Administrative Support Categories; employing departments are required to use the Canada Manpower Centres as their recruitment agency for appointments from outside the Public Service. Delegations of appointing authority in the Administrative and Foreign Service, Technical, and Scientific and Professional categories have been made on a restricted basis. The Commission operates a monitoring program designed to ensure that appointments made under delegated authority comply with the law and with Commission policies.

The Public Service Commission performs its important role as guardian of the merit principle to ensure that high standards of quality are maintained within the Service, consistent with adequate representation of the two official language groups, a bilingual capability to the extent prescribed by the government, equal employment and career development oppor-