

and application of personnel policies, systems and methods to ensure that the people needed to carry out programs effectively are obtained at competitive wages and put to efficient use with consideration for the individual and collective rights of employees.

Under provisions of the amended Financial Administration Act and the Public Service Staff Relations Act, both proclaimed in March 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, human resources training, development and utilization, pensions, insurance and other employee benefits and allowances, and other personnel management matters affecting the public service. Treasury Board is also responsible for making recommendations on organization development, human resources planning, the determination and evaluation of training needs and education programs, and standards governing health and safety. It advises departments and agencies on the design and implementation of systems to improve personnel management.

Responsibility for classification and the administration of salaries has, with a few exceptions, been delegated to departments, subject to a monitoring process. Benefit programs and allowance policies approved by the board are designed to give departments maximum responsibility for administration.

Under the system of collective bargaining established by the Public Service Staff Relations Act, Treasury Board is the employer for employees in the public service, except for separate employers such as the National Research Council and the National Film Board. The board negotiates collective agreements with unions representing 81 bargaining units and advises departments on their administration. Consultations and some negotiations 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 determines the employer position on grievances referred to adjudication, and advises or assists departmental management regarding discipline and grievance cases. 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 for public service pension, insurance and related programs, co-ordinates their administration and recommends periodic revisions. It 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.

3.5.4 Public Service Commission

The Public Service Employment Act, which became effective in March 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 to investigate 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. Age and marital status were added to these grounds by amendment to the act in 1975.

It may establish boards to decide 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 decide 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 investigates allegations of improper political activities by public servants.