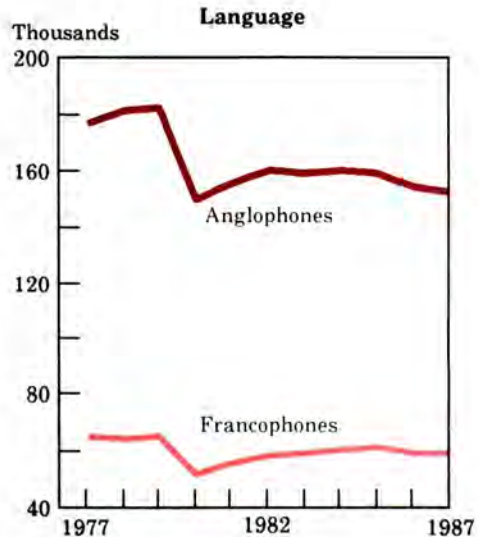
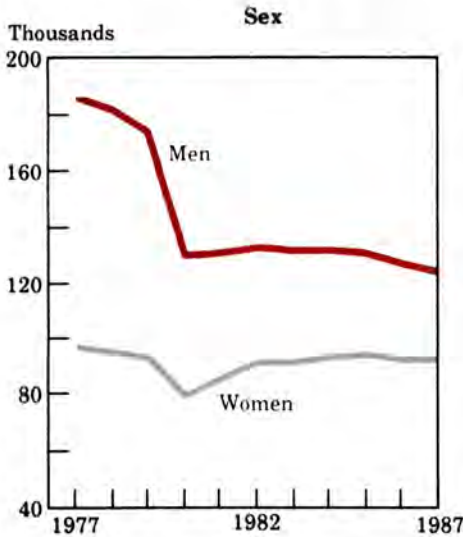


Chart 19.2

Public service employees

Note: 1981 figures exclude the Post Office; 1980 figures have been revised to be comparable with 1981.

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

Treasury Board is the employer for those public servants who work in the departments and agencies described in Schedule 1, Part I of the Public Service Staff Relations Act (PSSRA). The majority of these employees have their compensation and other terms and conditions of employment established through collective bargaining conducted under the provisions of the PSSRA. Treasury Board Secretariat negotiates collective agreements with 14 unions representing 78 bargaining units. Labour relations specialists and managers in departments are advised on the administration of the collective agreements, union-management consultation, the exclusion of managerial and confidential personnel from bargaining units, the designation of employees for reasons of public safety or security, grievance administration and references to adjudication, and employer-employee relations training.

There is also liaison with the so-called separate employers (those agencies such as the National Film Board and the National Research Council of Canada described in Schedule 1, Part II of the PSSRA). Treasury Board also establishes compensation for members of the Canadian Forces and the Royal Canadian Mounted Police.

The Board is also responsible for administration and consultation with unions through the National Joint Council on policies such as those pertaining to protective clothing and uniforms, government business travel, and relocation, which form part of collective agreements. It is responsible for those administrative policies which are general or cross-functional in nature such as contracting, risk management, incentive awards, and project management, including major Crown projects. Other policy areas dealt with include claims against the Crown, ex gratia payments, contracting-out science and technology, intellectual property, and common services.

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.