

ACFO Position on Area of Selection

The Preamble of the new Public Service Employment Act (PSEA) refers to the Government of Canada's commitment to a public service "whose members are drawn from across the country, reflects a myriad of backgrounds, skills and professions that are a unique resource for Canada."

Section 34 of the new PSEA provides to the Public Service Commission with the authority to establish areas of selection based on geographic, organizational, occupational or employment equity criteria. The PSC has in turn delegated this discretion to Deputy Heads.

The PSC has provided Deputy Heads with a set of guiding principles underlying the Policy Objective. These guiding principles include:

- respecting appointment values while providing flexibility, efficiency and cost-effectiveness and providing deputy heads with the opportunity to achieve the goals and values of the new PSEA while exercising good judgement; the Commission expects that, through the effective use of human resources planning and organizational policies, efficiencies will be realized;
- ensuring a reasonable pool of potential candidates to support an appointment process based on merit;
- providing, improved access to employment opportunities for Canadians, in a fair and transparent manner and building a public service that includes people from across Canada, and able to serve Canadians in the official language of their choice; and
- determining, in internal appointment processes, who will be eligible for recourse related to the appointment or proposed appointment.

Section 8 of the Public Service Labour Relations Act mandates Deputy Heads to consult with bargaining agents regarding any issues which affects the workplace of its members. Our members have made it clear that Area of Selection is a key issue for FI career mobility and advancement, therefore, ACFO has developed a policy position for the establishment of Area of Selection for FI appointment processes.

ACFO is often asked for its position on the Area of Selection by departments where an Area of Selection Policy is being created or amended. ACFO is also frequently consulted with respect to the appropriate area of selection for specific competitions.

ACFO will advance and promulgate this Area of Selection Policy as part of regular consultation and co-development with all departments and agencies.

The position of ACFO regarding the minimum areas of selection for internal staffing competitions is as follows:

<u>FI Level</u>	<u>Minimum Area of Selection</u>
FI-01	Sector, Directorate, Branch or Division and Local
FI-02	Departmental and Regional
FI-03	Departmental and National
FI-04	Inter-Departmental and National

ACFO believes that these minimum areas of selection strike an appropriate balance between FI career mobility and development and the guiding principles outlined by the PSC.

These minimum areas of selection also reflect the appointment values of fairness, access and transparency while recognizing the need for flexibility, efficiency and affordability in staffing.