



Public Service Commission
of Canada

Commission de la fonction publique
du Canada

President

Présidente

Ottawa, Canada
K1A 0M7

JUN 10 2010
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The Honourable Percy E. Downe
Senator
The Senate of Canada
Ottawa, Ontario K1A 0A4

Dear Senator Downe:

Thank you for your letter of May 25, 2010, in which you requested additional information on organizational participation in appointing medically released veterans to the federal public service. I have also been made aware of your letter to Prime Minister Harper and the PMO's response.

Organizations that are subject to the *Public Service Employment Act* are required by legislation to consider priority persons when staffing positions. Priority persons who potentially meet the qualifications of positions being staffed are referred by the Public Service Commission (PSC) to organizations for consideration. If priority persons are found to meet the qualifications of vacant positions, they must be appointed ahead of all others. Should organizations determine that priority persons are not qualified, they must provide the PSC with written justification explaining why the person is not qualified for the position in question. If the PSC agrees with the justification, it provides the organization with "clearance" to continue its staffing.

In your letter you raise a specific concern regarding the placement of Canadian Forces (CF) and Royal Canadian Mounted Police (RCMP) medically released priorities.

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While the Department of National Defence (DND) appointed 69% of this type of priority person registered in 2007-2008, there are a number of factors that influence this. It should be noted that priority persons determine to a great extent the types of positions and locations to which they want to be referred. Some of these priority persons have limited mobility for accepting employment; they are only interested in considering jobs in a particular region or regions, which can significantly limit the jobs that are available to them. Our analysis shows that these priority persons declined approximately 30% of all referrals to vacant positions for various reasons, including nature of work and location. In addition, more than 95% of these former CF and RCMP members found positions in their region of residence. The organizations that appointed these persons have the largest regional presence. Indeed, in many regions, DND is one of the only federal employers of significant size.

The medically released priority is one of ten different priority entitlements types. Statistics on the overall use of the Priority Information Management System reveal that, between April 2007 to March 2010, 53 different organizations appointed 2,183 priority persons.

The PSC believes that the current system to ensure priority persons are matched and appointed is working. This year the PSC is conducting an evaluation of the Priority Administration program to ensure that it is being effectively and efficiently managed. As well, compliance to regulations and policies related to Priority Administration is one of the things reviewed in our audits and we do follow up when we are made aware of an organization that is not respecting the priority administration system. If you like, I can provide you with the findings of that evaluation when it is completed.

Should you require further detail or clarification, please do not hesitate to contact me at 613-992-2788, or Serge Labine, Director of Parliamentary Affairs, at 613-992-8664.

Yours sincerely,

A handwritten signature in cursive script that reads "Maria Barrados".

Maria Barrados, PhD