

Plenary Session – What’s next with the Appointment Process?

Debra Roberts, Public Appointment Secretariat

Mandate for the ABC Sector:

- Best, merit based, most professional service in the country
- Accessible
- Easy to understand
- Transparent, open

Website – More information, can now apply online, information on new appointees

Makes it easier to allow the public to serve

Has formalized the role of Chairs in the appointment process

The appointment process is:

- More professional
- Based on merit
- Recognizes the leadership role of Chairs

The opposition said that raises were too expensive; said that they were “trying to rule from the grave”

Goal of the raise was to enhance their ability to recruit and retain qualified appointees

Under the old policy there was a lack of consistency among agencies, leading to “second class agencies”

There is some confusion about the new policy, but they are “listening and acting”

Features of New Policy:

- Security of tenure
 - Sitting up to 10 years on a board in a given role
- Try-out period to gauge fit
- Increased salary upon re-appointment
- Increased participation of Chairs
 - role in appointment and re-appointment

Attracting experienced professionals was top priority this year

The adjudicative and regulatory sector is not broken, but improvements can be made

Agency Advisory Council

- A mix of Appointees and agency staff
- provide advice on governance tools to assist agencies
- identify best practices in agency sector
- advise on governing standards that can be applied in several areas:
 - position description
 - core competencies
 - codes of conduct
 - training strategies

They have made great improvements over the last 3 years

Question: Will they be sponsoring training initiatives for adjudicators?

A – Yes, they are looking into that with SOAR

Question: But what about budgetary assistance to help out agencies?

A – She has no budgetary powers, but they will be putting that forth.