

Classification Reform in the Public Service and the Challenges Facing Managers

The federal classification and job evaluation system underpins the management of human resources in the Public Service. It involves defining and describing the roles and responsibilities of work to be performed, provides the group and level to be staffed and facilitates the collective bargaining process (which is based on occupational groups).

Managers are responsible for ensuring that job descriptions reflect the work assigned and performed by their employees and that they are updated to reflect changes in reporting relationships and duties.

As part of the Public Service 2000: The Renewal of the Public Service of Canada, the Treasury Board Secretariat has undertaken several Classification Reform initiatives, such as promoting the use of standardized job descriptions and the modernization of the current job evaluation standards.

Classification initiatives have a significant impact on management as standardized job descriptions need to be developed and applied and/or job descriptions must be updated and re-evaluated against new classification criteria. This also involves engaging with staff. Evaluation outcomes can introduce new relativities and changes in pay rates that can be both beneficial and detrimental to employees. During the transition to the new regime, it is possible that the number of Classification grievances will be at their highest.

Our accredited organization and classification consultants can respond to the needs that managers simply do not have the time, expertise or resources to address effectively.

As departmental managers focus on meeting their program goals and objectives, manage their resources and deal with a variety of demanding issues, they are often faced with the challenge of not having the capacity to respond to their managerial obligations with respect to Human Resources matters. The Right Door Consulting & Solutions Inc. can help. Our accredited organization and classification consultants can respond to the needs that managers simply do not have the time, expertise or resources to address effectively.

continued



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Meet our Organization and Classification Experts:

Norah Malone-Gnam

As a senior consultant, Norah provides organization and classification services to departments and agencies in the Federal Public Service. She has extensive experience in the current Public Service Classification System. The services Norah offers include the provision of organization analysis and design, classification evaluation, chairing of classification committees, report writing, organization and classification training, tutoring and mentoring classification trainees; developing and writing unique and standardized job descriptions. As a senior, accredited classification specialist Norah has significant experience in providing classification and job description development and writing services to federal government clients. Norah's recent work experience has been with: Civilian Review and Complaints Commission for the RCMP, Department for Women and Gender Equality, Employment and Social Development Canada, Global Affairs, Canadian Northern Economic Development Agency, Office of the Commissioner of Official Languages, Supreme Court of Canada, Federal Judicial Affairs, and the RCMP.

Lori Reilly

Lori Reilly has extensive experience as an operational Classification expert, including delivering classification training, tutoring Classification Trainees, chairing classification grievances, conducting audits, writing unique, generic and standardized work descriptions and participating in standards development. She has experience in the current Public Service Classification System, as well as the Hay Plan and the Regular Member Plan of the RCMP. She also has significant experience in the field of organization design. As a senior, accredited classification specialist with significant experience working with federal government clients, Lori has provided classification services to many different departments on EX and non-EX classification and job description writing projects, including most recently Health Canada, Public Health Agency of Canada, Canadian Human Rights Commission, Canadian Intellectual Property Office, Department for Women and Gender Equality, Global Affairs Canada, Industry and Communities Canada, Transport Canada and the RCMP.

**If you are interested in learning more about
Classification Reform in the Public Service please
email Heather Buchan at hbuchan@therightdoor.ca.**



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