

Public service commission essay



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In Canada the Public Service Commission is a self-regulating body reporting to the parliament, and its work is to watch the integrity of the public service employing scheme and also to ensure that the public service is neutral in party politics. The Public Service Commission is able to oversee this through its act of Public Service Employment Act (PSEA).

The commission has delegated most powers of recruitment to sections heads and other government agencies. With different views and objectives from the cabinet and the public service commission, there is bound to be tensions between the two bodies. To review and view the tensions between the cabinet and the public services commission, we must first analyze the duties and responsibilities of the two organs, then view where the tensions arise from. In Canada which has parliamentary system of governance, the executive power rests on the prime minister and his cabinet. The government carries out its policies and decisions through the cabinet. This includes budgeting which underlines which projects the government will finance.

On the other hand, the Public Service Commission is charged with various duties and responsibilities which it has to carry out. Together with the Public Service Commission, the Treasury Board also guides the cabinet. The commission is independent, and makes its own decisions. The public service commission has duties and responsibilities which include ensuring competence of professional in the public service, being non-partisan when it comes to differences and it also have a duty to represent the public interests. The public commission enjoys some rights which can be enumerated below. The commission is allowed to carry out employment on

equitable basis and heads of every organization are in charge of all the activities of that organization.

On the part of the carrying out promotions in the service commission, the commission has express power to hire from the public and report to the parliament on this hiring and promotions. At times, the commission can delegate these powers to some particular government sections and agencies. In most cases this is what happens when the government what to staff their sections. The work of the commission then is to supervise the departmental hiring by reviewing, analyzing, and looking at the policy frame work. It also evaluates precise transactions affected by individuals.

For top management there is a ranking system which is followed. The commission together with the treasury board bargains for and negotiate with the government on the behalf of public civil servants. The government normally values the group bargaining and talks with the unions to arrive at a mutual agreement. The commission also has a training school for training the public servants. This training school is used to unify the system of learning and improvement requirements of the public servants.

The school also has a task of ensuring that public service servants in Canada have similar skills and know-how on how serve the Canadians. The management of the school is controlled by the Canadian centre for management development. The other important work of the commission is ethics and corruption in the public. The employment act of the service commission directs the political activities a civil servant can engage in. The commission also guarantees that the public service is impartial on political

issues. The commission ensures thus that, civil servant don't support any party, get involved in support of any candidate, or seek nominations during or after an election. So why the tension, the commission is being viewed by the public as a body which can't be trusted and which do not carry out well its duties.

In the same line the cabinet has criticized the way the commission works. It was suggested that the public servants should be improve their service delivery and be more accountable in the way they handle their finances. In a public forum organized in Toronto, the public service promised to be more sensitive to the public and create partnership with other service industry. Tensions between the cabinet and the Public Service Commission, comes from the issues of employment. This has brought tensions between the two, since the commission has the task to oversee the recruitment and promotion of all public servants, the public commission has been seen as lacking foresight, as it was identified that 70% of the public servants who are in the federal executive class were supposed to be retiring. Thus new servants will be required who will lack the desired experience and skills.

A major reason why also there is apprehension with the commission is that most Canadians are not aware of the activities and operations of the commission. Furthermore, the public image of the service commission for many years has continued to have a lot of problems in terms of downsizing of the commission. The cabinet also has voiced the public views which see the commission as very slow in tackling issues. In specific the people of Canada feel that they are over governed, they also feel that the public service has many regulations, requirements and procedures that cause

delays. Thus the public has a very low view of the government and the servants of the government.

This issue makes the cabinet also to feel that it is being blamed wrongly thus ask the commission to act. Generally the public trust in the commission has reduced so much as they view the commission as nonperforming, unresponsive bureaucrat. The commission is though to be behind when it comes to ethics and yet it is supposed to monitor and ensures ethical conduct. Another issue that has continuously created difference in the Canadian public service is the issue of empowerment. The public servants have a view that many unnecessary obstacles are place in their way and hinders there services delivery. They suggest that the public servant should be given authority to solve some problem that he/she can solve instead of taking the issue at the top and delaying the correction of the problem , thus making the public to see them as ineffective.

In fact many of the enhancements that need to taken are already in the pipeline and the servants require only some leadership initiatives.

ConclusionThe Public Service Commission is an important organ in the government that streamlines the ethical and moral conduct of all public servants ensuring that they are non partisan and that the government fulfils what it promised the people. With a growing awareness from the public, that the civil service should be skilled, professional and neutral, to meet the modern challenges, It therefore follows that the commission should be left to excises its duties and be supported by the cabinet instead of being criticized.