

## LEGISLATIVE RETURN



SUBMITTED BY: Hon. Mr. Mostyn, Minister of the Public Service Commission

On April 16, 2019, Ms. Hanson, Member for Whitehorse Centre

- asked the following question during the Oral Question Period  
at page 4449 of *Hansard*
- submitted the following written question – WQ No. \_\_\_\_\_
- gave notice of the following motion for the production of papers – MPP No. \_\_\_\_\_

RE: Government staffing

- 1) Can the minister tell us how many assistant deputy minister positions in the Yukon government have been appointed without competitive process?
- 2) Mr. Speaker, can the minister commit to tabling — since he doesn't have the information today — the number of appointments at the deputy minister level that have been made within the last fiscal year that have been appointed without competition, by department?

OR

This legislative return relates to a matter outstanding from discussion related to:

\_\_\_\_\_

On \_\_\_\_\_ at page(s) \_\_\_\_\_ of *Hansard*.

The response is as follows:

Please see attached.

April 29/2019  
Date

  
Signature

- Individuals may be appointed to positions through competitions, a transfer list, or through a non-competitive process (exemption).
- Competitions include regular hires, and hires from eligibility lists and candidate registries.
  - Eligibility lists are established when candidates have certified for a position through a competitive process, and can be used to fill identical and similar positions within departments and/or across the organization.
  - Candidates who certify on an ADM competition are placed on a government-wide ADM Candidate Registry.
- Transfers involve an employee transfer from one position to another position at the same level.
- Temporary Assignments are not “appointments” under the Public Service Act. They are acting assignments. The selection process to fill Temporary Assignments varies and may include direction selection, including candidates from Leadership Pathways, or requests for expression of interest.
- Leadership Pathways is a corporate initiative that identifies and supports emerging talent in Yukon government. The program identifies high-potential leaders across the organization in a strategic way using consistent and scientifically valid criteria. The program is designed to develop leaders so they can fill senior positions.

#### **Assistant Deputy Minister Positions**

- As of April 18, 2019, there are a total of 35 Assistant Deputy Minister (ADM) positions across Yukon government. Of these, 11 are filled through Temporary Assignments.
- The table below lists the appointment statistics for ADM appointments for the fiscal year April 1, 2018 to March 31, 2019.

| <b>Staffing Actions</b>       | <b>ADM Hires</b> |
|-------------------------------|------------------|
| Competitions                  | 3                |
| Exemptions                    | 4                |
| Transfers                     | 2                |
| <b>Total Staffing Actions</b> | <b>9</b>         |

- Of the 4 ADM appointments through exemption, 3 were Leadership Pathways participants.
- The *Public Service Act* (s.82) states “Where it is possible to do so and it is in the best interests of the public service, appointments shall be made from within the public service.”

#### **Deputy Minister Positions**

- Deputy Ministers are appointed by and serve at the pleasure of the Premier, following certification by the Public Service Commissioner that they are qualified for appointment.
- At the pleasure of the Premier, Deputy Ministers may be moved between positions and departments.
- Between April 1, 2018 and March 31, 2019, one appointment was made without a competitive process.