



# Highlights



## Follow-up audit of the Commission for Public Complaints Against the RCMP

October 2008



*The Public Service Commission (PSC) is an independent agency reporting to Parliament, mandated to safeguard the integrity of the public service staffing system and the political neutrality of the public service. In addition, the PSC recruits qualified Canadians from across the country.*

### Why did the PSC conduct this follow-up audit?

In October 2005, the Public Service Commission (PSC) tabled an audit report of the Commission for Public Complaints Against the RCMP's (CPC) staffing activities. The report outlined significant staffing irregularities in the exercise of appointment authorities delegated by the PSC to the CPC. As a result of the audit, the PSC imposed conditions on the CPC's delegated appointment authorities. These conditions were to continue to apply until the PSC was satisfied that the CPC had a proper staffing system in place.

The objectives of this follow-up audit were to determine whether the CPC had responded adequately to our recommendations from the October 2005 PSC audit report, and to determine whether the CPC had met the essential elements identified by the PSC to support the implementation of the current *Public Service Employment Act* (PSEA), which came into force on December 31, 2005.

The follow-up audit covered the period from January 1, 2006 to March 31, 2008 and included the examination of 20 appointments.

### What did the PSC find?

Our follow-up audit concluded that the CPC has responded adequately to recommendations made in our 2005 audit report. The CPC has improved its staffing systems and practices over the last three years. A comprehensive staffing management framework is now in place and the CPC has created an environment that supports values-based staffing.

We found that 12 appointments complied with the PSEA, other governing authorities and policies and the instrument of delegation signed with the PSC, including all 10 appointments resulting from internal advertised appointment processes. We also found three external appointments where one essential qualification was not assessed. While the CPC's monitoring activities identified this concern, corrective action was taken only as a result of the PSC audit. We also found that the files for five non-advertised appointments did not contain adequate written rationales. The CPC's monitoring activities identified one of these cases.

## What action is the PSC taking?

In view of the audit findings, the PSC has removed the conditions it imposed in 2005, and has signed a standard Appointment Delegation and Accountability Instrument with the Chair of the CPC.

As part of its ongoing oversight activities, the PSC monitors staffing in departments and agencies. The CPC will continue to be subject to this process.

