



# Highlights



## Follow-up Audit of the Office of the Correctional Investigator

October 2009

*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?

The role of the Correctional Investigator was established in 1973. The Correctional Investigator is independent of the Correctional Service of Canada and has a mandate to function as an ombudsman for federal offenders.

In October 2007, the Public Service Commission (PSC) tabled an audit report on the staffing activities of the Office of the Correctional Investigator (OCI). The report concluded that the majority of appointments reviewed did not comply with the *Public Service Employment Act* (PSEA), relevant policies and/or the appointment values. A staffing pattern existed at the OCI that gave individuals an unfair advantage in indeterminate selection processes due to prior experience at the OCI. As well, the OCI had done little preliminary work towards implementing its corporate human resources plan, and had not implemented monitoring activities to ensure that appointment-related decisions respected the guiding values of fairness, access, transparency and representativeness. As a result of the audit, the PSC imposed a condition on the OCI's delegated appointment authorities.

The objective of this follow-up audit was to determine whether the OCI had responded adequately to the PSC's recommendations from the October 2007 audit report. The follow-up audit covered the period from October 1, 2007 to March 31, 2009.

### What did the PSC find?

Our follow-up audit concluded that the OCI has responded adequately to the recommendations made in our 2007 report.

- The OCI has improved its staffing systems and practices over the past two years.
- We found no evidence of the previous staffing pattern. We found that all appointments we reviewed were based on merit.
- Through the implementation of a human resources integrated plan and a monitoring approach, the OCI has created an environment that supports the PSEA's appointment values.

## What action is the PSC taking?

As a result of the follow-up audit findings, which demonstrate improvement in OCI staffing framework and activities, the PSC has removed the condition it imposed in 2007 on the OCI's delegated appointment authorities.

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

