



Estratégia de transformação em governo.



*“Support for the Preparation of a National Program to Strengthen Planning  
and Public Management of the Brazilian States”  
(InterAmerican Development Bank: ATN/FG-12612-BR;BR-T1193)*

**Office of the Chief Human Resources Officer**  
**Management of Government Jobs in the Canadian Public Service**

- Management determines work to be done
- Classification determines group and level of positions using classification standards that determine work rating levels
- Employees are compensated according to negotiated pay levels that correspond to work rating levels

**Legal Basis** (need to add acts and sections related to compensation)

<u><i>Financial Administration Act</i></u> Sections 6, 7, 11	<u><i>Public Service Employment Act</i></u> Sections 31 and 32	<u><i>Public Service Labour Relations Act</i></u>	<u><i>Canadian Human Rights Act</i></u>
Delegation Section 6(4)  Organization Section 7(1)(b)  Classification Section 11.1(1)(b)	Qualification Standards Section 31  Qualification Standards for Professional Development Programs Section 32	Grants employees right to grieve	Gender Neutral  4 criteria: Skills Effort Responsibility Working Conditions

**Delegation – Responsibility / Accountability for Decisions**

Treasury Board, the Employer, to

- Deputy Ministers of 90 departments and agencies in the core public administration to
  - Organization and Classification Advisors (and sometimes to trained managers) within their department and agency

## Policy Framework

Element	Classification	Compensation
Policy	<a href="#">Policy Framework for People Management</a>	
	<a href="#">TBS Policy on Classification</a>	<a href="#">Policy Framework for the Management of Compensation</a>
	<a href="#">Policy on the Management of Executives</a>	<a href="#">Policy on the Administration of the Public Service Pension Plan and Group Insurance and Other Benefit Programs</a>
	<a href="#">Classification Grievances Policy</a>	
	<a href="#">Classification Grievance Procedure</a>	<a href="#">Policy on Terms and Conditions of Employment</a>
Directives	<a href="#">Directive on Executive (EX) Group Organization and Classification</a>	<a href="#">Directive on Terms and Conditions of Employment</a>
		<a href="#">Directive on Terms and Conditions of Employees for Certain Excluded/Unrepresented Employees</a>
		<a href="#">Directive on Leave and Special Working Arrangements</a>
		<a href="#">Directive on Executive Compensation</a>
Standards	<a href="#">Classification Standards, Point Levels and Ranges</a> for Occupational Groups	<a href="#">Collective Agreements</a>
	<a href="#">Qualification Standards</a> for Occupational Groups and Official Languages	<a href="#">Rates of Pay</a>
Guidelines	<a href="#">Guidelines on the Evaluation Process</a>	<a href="#">Compensation Guidelines and Guides</a>
	<a href="#">Classification Guidelines and Guides</a>	

## URLs for Web Links

Office of the Chief Human Resources Officer

[www.tbs-sct.gc.ca/chro-dprh/index-eng.asp](http://www.tbs-sct.gc.ca/chro-dprh/index-eng.asp)

Classification Information – Workforce Organization and Classification

[www.tbs-sct.gc.ca/chro-dprh/cla-eng.asp](http://www.tbs-sct.gc.ca/chro-dprh/cla-eng.asp)

### Legal Basis

*Financial Administration Act (FAA)*

[laws-lois.justice.gc.ca/eng/acts/F-11/index.html](http://laws-lois.justice.gc.ca/eng/acts/F-11/index.html)

*Public Service Employment Act (PSEA)*

[laws-lois.justice.gc.ca/eng/acts/P-33.01/index.html](http://laws-lois.justice.gc.ca/eng/acts/P-33.01/index.html)

*Public Service Labour Relations Act (PSLRA)*

[laws-lois.justice.gc.ca/eng/acts/P-33.3/index.html](http://laws-lois.justice.gc.ca/eng/acts/P-33.3/index.html)

*Canadian Human Rights Act (CHRA)*

[laws-lois.justice.gc.ca/eng/acts/H-6/index.html](http://laws-lois.justice.gc.ca/eng/acts/H-6/index.html)

### Policy Framework - Policy

Policy Framework for People Management

[www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=19134](http://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=19134)

*TBS Policy on Classification*

[www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=12098](http://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=12098)

*Policy on the Management of Executives*

[www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=12572](http://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=12572)

*Classification Grievances Policy*

[www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=12099](http://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=12099)

Classification Grievance Procedure

[www.tbs-sct.gc.ca/gui/prog-eng.asp](http://www.tbs-sct.gc.ca/gui/prog-eng.asp)

Policy Framework for the Management of Compensation

OCHRO/Compensation and Labour Relations Sector/Workforce Organization and Classification, February 2013

[www.tbs-sct.gc.ca/chro-dprh/cla-eng.asp](http://www.tbs-sct.gc.ca/chro-dprh/cla-eng.asp)

[www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=12084](http://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=12084)

*Policy on the Administration of the Public Service Pension Plan and Group Insurance and Other Benefit Programs*

[www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=12627](http://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=12627)

*Policy on Terms and Conditions of Employment*

[www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=15771](http://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=15771)

## **Policy Framework – Directives**

Directive on Terms and Conditions of Employment

[www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=15772](http://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=15772)

Directive on Terms and Conditions of Employees for Certain Excluded/Unrepresented Employees

[www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=15773](http://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=15773)

Directive on Leave and Special Working Arrangements

[www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=1577](http://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=1577)

Directive on Executive (EX) Group Organization and Classification

[www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=14219](http://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=14219)

Directive on Executive Compensation

[www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=14220](http://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=14220)

## **Policy Framework – Standards**

Classification Standards, Point Levels and Ranges

[www.tbs-sct.gc.ca/gui/ncls-eng.asp](http://www.tbs-sct.gc.ca/gui/ncls-eng.asp)

Occupational Groups

[www.tbs-sct.gc.ca/cla/occst-eng.asp](http://www.tbs-sct.gc.ca/cla/occst-eng.asp)

Collective Agreements

[www.tbs-sct.gc.ca/pubs\\_pol/hrpubs/coll\\_agre/siglist-eng.asp](http://www.tbs-sct.gc.ca/pubs_pol/hrpubs/coll_agre/siglist-eng.asp)

Rates of Pay

[www.tbs-sct.gc.ca/pubs\\_pol/hrpubs/RatesofPay/siglist-eng.asp](http://www.tbs-sct.gc.ca/pubs_pol/hrpubs/RatesofPay/siglist-eng.asp)

Qualification Standards

[www.tbs-sct.gc.ca/gui/squntb-eng.asp](http://www.tbs-sct.gc.ca/gui/squntb-eng.asp)

## **Policy Framework – Guidelines**

Guidelines on the Evaluation Process

[www.tbs-sct.gc.ca/chro-dprh/pol/evpg-eng.asp](http://www.tbs-sct.gc.ca/chro-dprh/pol/evpg-eng.asp)

Classification and Compensation Guidelines and Guides

[www.tbs-sct.gc.ca/chro-dprh/gui-eng.asp#cla](http://www.tbs-sct.gc.ca/chro-dprh/gui-eng.asp#cla)