



# Values of the *Public Service Employment Act*

THE PUBLIC SERVICE COMMISSION PROTECTS THE CORE VALUES OF MERIT AND NON-PARTISANSHIP, AS WELL AS THE GUIDING VALUES OF FAIRNESS, TRANSPARENCY, ACCESS AND REPRESENTATIVENESS.

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## Core values

### Merit

- Every person appointed meets the essential qualifications, including official language proficiency, established by the deputy head for the work to be done.
- The manager may take into consideration any current or future asset qualifications, operational requirements, and organizational needs also identified by the deputy head.

### Non-partisanship

- Appointments and promotions to and within the public service are made free from political influence.
- Employees have the right to engage in political activities, while maintaining the principle of political impartiality in the public service.
- The political activity of employees must not impair, or be perceived as impairing, their ability to perform their duties in a politically impartial manner.
- Political activity means any activity in support of, within or in opposition to a political party; any activity in support of or in opposition to a candidate; or seeking to be a candidate in an election.



## Guiding values

### **Fairness**

- Decisions are made objectively and free from political influence or personal favouritism; policies and practices reflect the just treatment of persons.
- Persons have the right to be assessed in the official language(s) of their choice in an appointment process.

### **Transparency**

- Information about strategies, decisions, policies and practices is communicated in an open and timely manner.

### **Access**

- Persons from across the country have a reasonable opportunity to apply, and to do so in the official language(s) of their choice, and to be considered for public service employment.

### **Representativeness**

- Appointment processes are conducted without bias and do not create systemic barriers to help achieve a public service that reflects the Canadian population it serves.

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