Priority Entitlements: Supporting Documentation

Updates

Date	Dataset	Note
31/03/2019	CFPPSC_PIMS02	**Methodology Change** – Effective in fiscal year 2016-2017, the methodology for calculating the total number of appointments changed to include persons with a priority entitlement (PPEs) appointed to public service organizations not subject to the PSEA and those PPEs appointed to a lower level position who now benefit from another priority entitlement (PSER s. 10, Reinstatement) and are eligible to be appointed back to an equivalent level. In previous years, these numbers were captured under "Other Removal" and "Change of Priority Type".

Background information

The Public Service Commission (PSC) supports the identification and placement of persons with a priority entitlement for appointment in the public service, as outlined in the *Public Service Employment Act* (PSEA) and the *Public Service Employment Regulations* (PSER). Under this legal framework, persons who meet specific conditions have a right to be appointed to positions for which they are qualified.

Priority Entitlements data refers to information on the number of persons with a priority entitlement registered with the PSC, the number of placements of persons with a priority entitlement and the number of removals for other reasons, by priority type.

This information is taken from the PSC Priority Information Management System (PIMS). PIMS is the PSC's web-based tool where organizations register their persons who have a priority entitlement and that organizations must consult while conducting an appointment process.

Dataset documentation

*Regarding "**Notes**," for each entry the content in brackets refers to a variable within the dataset.*

The number of new registrations reflects the number of priority entitlements and not the number of unique persons with a priority entitlement. Priority entitlements can run for up to 5 years, so a person appointed with a priority entitlement may not have been registered in the year of appointment.

Medically released members of Canadian Armed Forces (CAF) and Royal Canadian Mounted Police (RCMP) and Surplus employees – New entitlements compared to appointments, by fiscal year (CFPPSC_PIMS01)

- **Source:** PSC Priority Information Management System
- **Note (Entitlements):** For medically released members of CAF and RCMP, only some of those with a new priority entitlement are appointed in the same fiscal year. Until July 1,

2015, the duration of the entitlement was two years; the VHA extended this period to five years for members of the CAF.

- **Note (2015-2016):** For medically released members of CAF and RCMP, includes both statutory and regulatory entitlements. Please note that a large number of new entitlements for the 2015-2016 fiscal year (341) are priority type changes arising from the coming into force of the *Veterans Hiring Act* (VHA) on July 1, 2015.

Priority entitlements (public service total) (CFPPSC_PIMS02)

- **Source:** PSC Priority Information Management System
- **Note (Carry-over):** The number of carry-overs differs from the number of active cases of the previous fiscal year, due to priority registrations received late in March and activated after the start of the new fiscal year. The validation of data to PIMS may also be a factor.
- **Note (Surplus):** Although the priority entitlement for surplus employees is established in the Public Service Employment Regulations, s. 40 of the Public Service Employment Act provides deputy heads with the authority to place their own organization's surplus employees before considering other priority persons. Surplus employees within their home organizations accounted for 71 of the 84 appointments in 2018-2019.

Glossary

Attribute Name	Defined Attribute Name
description_e	Description of count/percentage (English)
description_f	Description of count/percentage (French)
fiscal_year	Fiscal year
n	Count/percentage
priority_activity_e	Activity of priority entitlement (English)
priority_activity_f	Activity of priority entitlement (French)
priority_source_e	Priority Information Management System (English)
priority_source_f	Priority Information Management System (French)
priority_type_e	Type of priority entitlement (English)
priority_type_f	Type of priority entitlement (French)