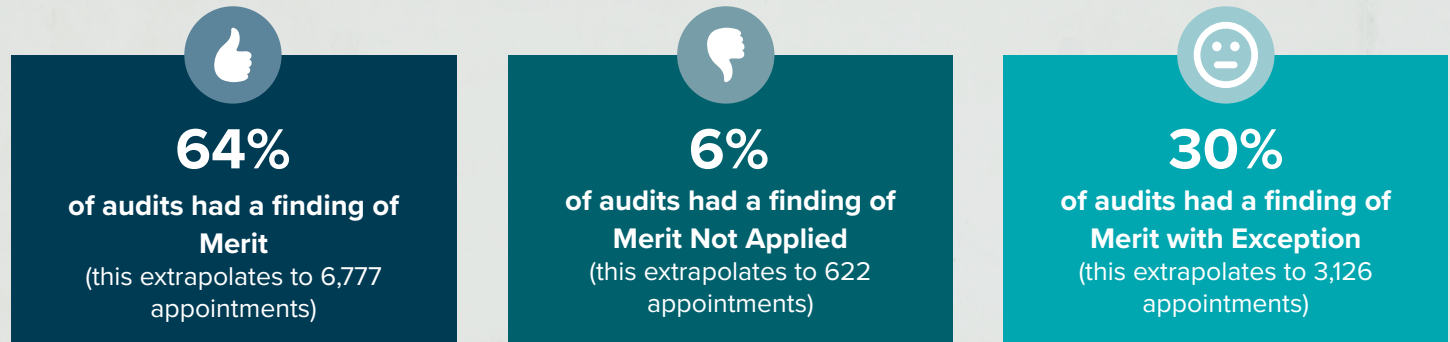


At a Glance 2023/24

Merit Based Hiring – Our Annual Audit Process

In our most recent Merit Performance Audit (2022/23)*, from a total population of 10,970 eligible appointments within the BC Public Service from April 1, 2022 to March 31, 2023, the Office of the Merit Commissioner audited 268 randomly selected appointments.

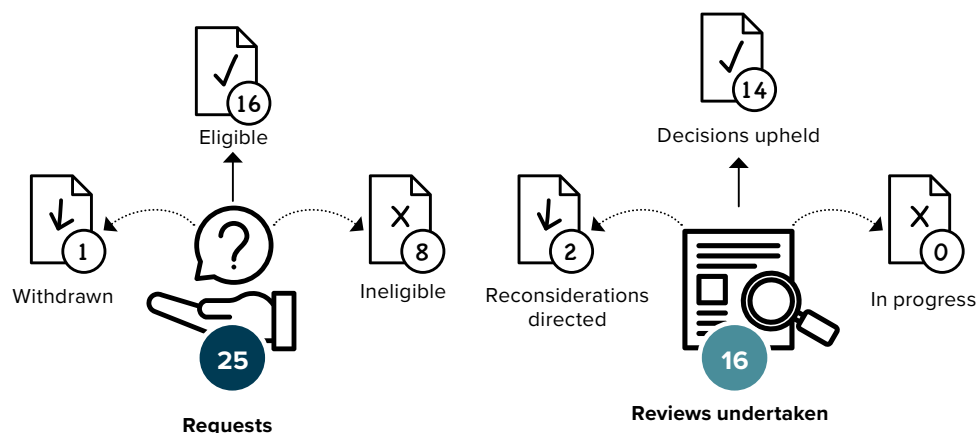
This makes a statistically valid representational sample from which broader generalizations and conclusions may be drawn.



*https://meritcomm.bc.ca/wp-content/uploads/2024/01/Merit-Performance-Audit-Report-2022_23.pdf

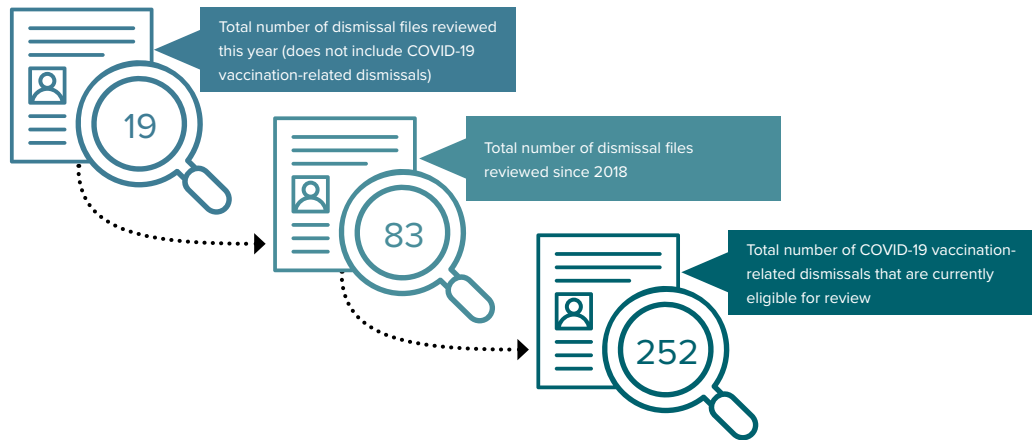
- A minor overall positive increasing trend was observed in merit-based hiring performance when compared to 2021/22 and 2019/20. During the first pandemic year, 2020/21, the findings were anomalous; however, the longer statistical positive trend remains apparent.
- 96% of the audited individuals appointed were qualified for their role upon appointment.
 - 4% of the audited individuals appointed either did not meet the posted role qualification requirements, or the auditor was unable to determine that the appointees were qualified.
- 66% of the hiring decisions were determined to have an appropriate (“good”) level of documentation.

Staffing Review 2023/24



- It took an average of 30 days to complete the reviews once the file was received.
- Of the 16 staffing reviews conducted, the Merit Commissioner directed reconsiderations in two cases.
 - In one competition, the flaws identified related to the past work performance process where the panel's approach to marking the referees' information across candidates showed inequitable and inconsistent interpretation of information.
 - The other reconsideration decision found that the written assessment unfairly advantaged one candidate as they had received the same assignment in a previous competition.

Dismissal Process Reviews 2023/24



Reviews of eligible just cause dismissal processes provide:

- Independent assurance that dismissal processes adhere to all necessary practices, policies, and standards;
- Oversight of government processes and actions; and
- Increased accountability.

A Year in our Office



In August 2024 we will celebrate one year of working with our new database system!



Participation in one special committee review of dismissal process reviews provisions in the *Public Service Act*.



Five years: This fiscal marks five years of the Merit Commissioner being assigned oversight of the dismissal review process.



**Office of the
Merit Commissioner**
Upholding Fair Hiring in the BC Public Service