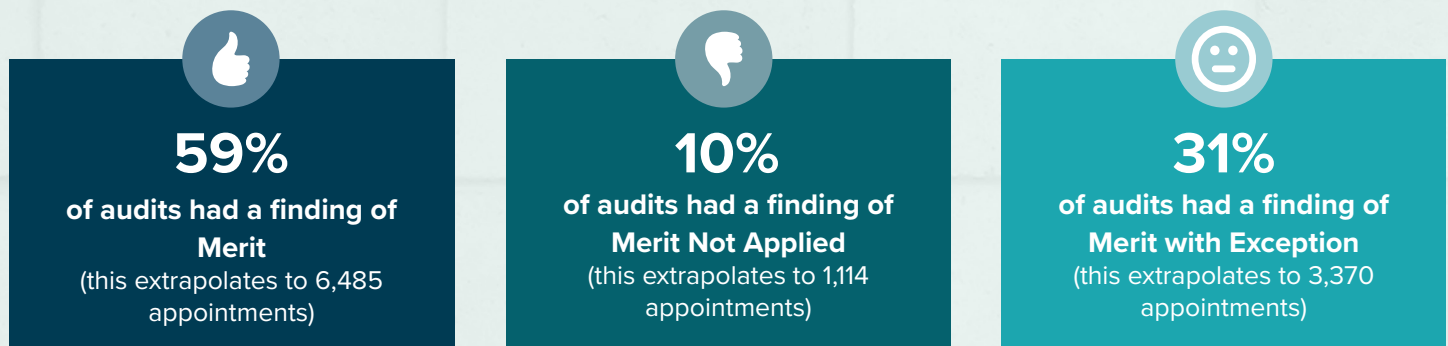


Merit Based Hiring – Our Annual Audit Process

In our most recent merit performance audit (2023/24)*, from a total population of 11,467 eligible appointments within the BC Public Service from April 1, 2023 to March 31, 2024, the Office of the Merit Commissioner audited 272 randomly selected appointments.

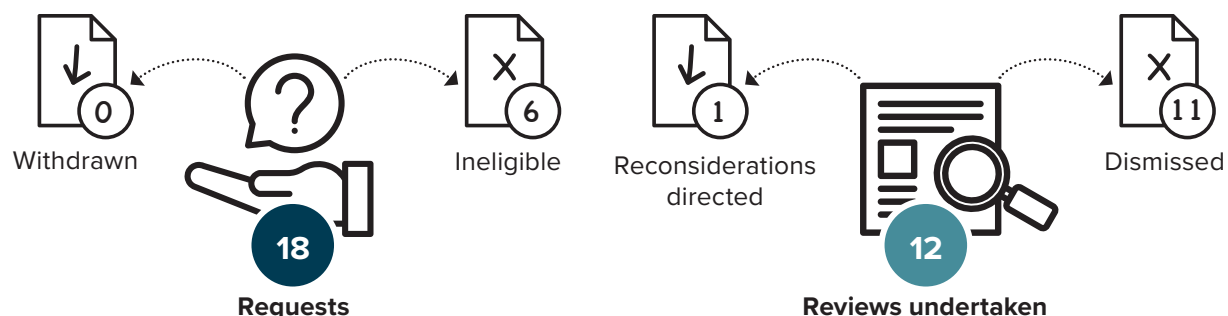
This makes a statistically valid representational sample from which broader generalizations and conclusions may be drawn.



*<https://shorturl.at/WQTCz>

- This year's results show an increase in Merit Not Applied findings over previous year's results, from 6% to 10%. **This is the highest rate since 2016/17.**
 - There were 197 errors in merit found in the 272 audited competition files; this was an increase in errors from 146 overall last year.
- 96% of the audited individuals appointed were found to be qualified for their role upon appointment.
 - 5 appointees (1.8%) were found to be not qualified for their role at time of appointment.
 - 6 appointees (2.2%) were found to have qualifications not demonstrated.
- 66% of the hiring decisions were determined to have an appropriate ("good") level of documentation.

Staffing Reviews 2024/25



Staffing Review Highlights

- Reviews were completed in an average of 28 days once the file was received. This was below our 30 day standard.
- In 11 cases, after a thorough review, the Merit Commissioner's decision was to dismiss the review rather than to direct a reconsideration of the appointment by the organization head.
- In one case, the Merit Commissioner directed the deputy minister or organization head responsible for the competition to reconsider the appointment on the basis that an aspect of the selection process related to the employee's grounds did not comply with section 8(1) of the *Public Service Act*.

A Year in our Office



Released a special study on inclusive hiring practices in December 2024



First year of data available from new case management system, and first year with a new stratified sampling methodology



Created an office accessibility plan to remove barriers to our services.



Our office met with over 400 employees this year to discuss and clarify merit-based hiring



The Merit Commissioner met with over 30 organization heads



Four information reports were completed for public review, available on our website

Dismissal Process Reviews

The Merit Commissioner has a mandate to review just cause dismissal processes to determine whether they followed all necessary practices, policies, and standards. This past year, the Merit Commissioner reported out on the reviews of 21 eligible just cause dismissal files.

In addition, the Merit Commissioner continued to review eligible dismissals specifically related to government's former COVID-19 vaccination policy; however, the Merit Commissioner did not report publicly on the analysis of those files until all potential litigation has been concluded as per s.5.12(3) of the *Public Service Act*.