

## Hiring Veterans for Public Service Positions

Reference: Public Service Employment Act (PSEA)

Recent amendments allow for priority appointments of certain individuals that have been released medically to apply for Public Service jobs (within DND and outside of DND) within 5 years of date of release and the priority entitlement is for 2 years.

This process can be an administrative nightmare. It can take time to complete the paperwork and then it is coordinate thru the CAF Transition Services in Ottawa.

Because of the rules of today, the member does not become eligible to enter the appointment process for a Public Service Job until the day after their release from the CAF.

In my opinion, the biggest disadvantages to that: Salary on Appointment. If a CF member transfer to the PS **AND** there is no break in that service, their files are handled as a transfer file and they will be entitled to the pay nearest to, but not less than, the former pay rate. In the military, we call it vested rights.

The problem is that there cannot be any break in compensation days. IF there is, then they are no longer classed as a transfer, they are classed as a new appointment and they start at the bottom of the pay scale for that classification.

Since names cannot be put forth into the hiring pool until the day after release and the length time of appointing/hiring a PS, there is no way for members to receive this pay protection. Unless all the stars align in the sky, and you happen to luck into a job immediately.

What I am recommending is why not get the names in the priority hire pool much earlier. When the Release letter is released from DMCA

Ottawa, it is the official authority for releasing and mbrs are usually given 6 months to get their affairs in order before they are released. So why not permit this transition benefit start upon receipt of the decision msg, which will give members the ability to complete the hiring/appointment process within the 6 months or even longer if they are provided with a period of rentention...which will likely allow more individuals to have this pay protection upon their transfer to the PS??

If a job becomes available prior to the 6 month mark, the release date can be moved to the left by making a request to DMCA Ottawa.

I will leave you with this food for thought!! If a member can take the last 6 months to go back to school to assist in their transition out of the CAF – why can't we do the same for those people who many do not want to go back to school but still wants to work and be a productive member of the government work force.