

Key Elements of a Public Service By-law for Toronto

Key Element	Description
Purpose and Application	<p>A preamble to set out the overall purpose of a public service by-law and set out the public service principles and values.</p> <p>The objectives of the by-law.</p> <p>The definition(s) of the by-law including the definition of public servant for the purpose of the by-law.</p> <p>The application of the by-law to government bodies and officials.</p>
Employment Framework	<p>Sets out the roles, responsibilities and authorities for human resource management for the City Manager and City agencies including City Council’s delegation of authority for key human resource matters such as labour relations, human resource strategy, and executive compensation.</p> <p>Establishes any specific limitations of authority for the City Manager and City agencies with respect to human resource management.</p>
Ethical Framework	<p>Sets out the ethical framework for City divisions and agencies including their rights and responsibilities in key areas such as conduct, conflict of interest, lobbying, political activity, and human rights and harassment.</p> <p>Establishes provisions to support the ethical framework including mechanisms to support ethical decision-making in the public service.</p>
Disclosure of Wrong Doing and Protection	<p>Establishes provisions for the disclosure and investigation of wrong doing.</p> <p>Sets out protections with respect to reprisals.</p>
Accountability and Reporting	<p>Establishes reporting requirements for human resource management for the City Manager and City agencies.</p>