

1984 BILL 249

Second Session, 20th Legislature, 33 Elizabeth II

THE LEGISLATIVE ASSEMBLY OF ALBERTA

BILL 249

GOVERNMENT EMPLOYEES INCENTIVE ACT

MR. R. SPEAKER

First Reading

Second Reading

Committee of the Whole

Third Reading

Royal Assent

Bill 249
Mr. R. Speaker

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GOVERNMENT EMPLOYEES INCENTIVE ACT

(Assented to _____, 1984)

HER MAJESTY, by and with the advice and consent of the Legislative Assembly of Alberta, enacts as follows:

Definitions

1 In this Act,

- (a) "Committee" means the Committee for Employee Incentives established pursuant to section 2;
- (b) "Minister" means the Minister responsible for Personnel Administration;

Committee established

2(1) There is hereby established the Committee for Employee Incentives, consisting of 5 members appointed by the Lieutenant Governor in Council, of whom:

- (a) 2 shall be members of the Legislative Assembly nominated by the President of the Executive Council, 1 of whom shall be named as chairman of the Committee;
- (b) 1 shall be a member of the Legislative Assembly nominated by the Leader of Her Majesty's Loyal Opposition;
- (c) 1 shall be a member of the Legislative Assembly nominated by the second largest group in opposition, if any, otherwise by the Leader of Her Majesty's Loyal Opposition.
- (d) 1 shall be a representative of the Alberta Union of Provincial Employees, who is to be nominated by the President of the Union and be acceptable to both the President of the Executive Council and the Leader of Her Majesty's Loyal Opposition.

(2) Committee members shall be appointed for a term of 3 years and may be reappointed for subsequent terms.

(3) In the event of a vacancy prior to the expiry of a term, the vacancy shall be filled for the balance of the term by the authority that appointed the person who has vacated the position.

Objective of
Committee

3 The objective of the Committee is to encourage efficiency and cost saving in the public service by:

- (a) recommending an incentive scheme to the Minister, and
- (b) administering the granting of incentive awards pursuant to regulations issued by the Minister.

Incentive scheme

4(1) The Committee shall study and make recommendations to the Minister on a scheme of incentive awards to be made to public service employees to recognize savings in public expenditure achieved by the initiative of employees.

(2) In formulating its proposals the Committee shall provide for procedures to ensure that savings in the cost of operations are real and not merely apparent, and not, in whole or in substantial part, the result of:

- (a) a lowering of the level or quality of the service rendered;
- (b) revenue in excess of the amount budgeted;
- (c) the non-recurrence of expenditures which occurred as one-time expenditures in a preceding fiscal year;
- (d) withholding of promotions, reclassifications, merit salary increments, or salary increases resulting from salary range revisions, from deserving employees.
- (e) postponement of normal purchases or maintenance to a future fiscal year;
- (f) stockpiling inventories in the immediately preceding fiscal year so as to reduce future requirements;
- (g) substitution of federal funds or other non-provincial funds for appropriations from public funds of the Province;
- (h) unreasonable postponement of payments of accounts payable until a later fiscal year;
- (i) transfer of responsibility for expenditure to another agency, department or office of government;
- (j) any other practice, event, or device which has caused a distortion or misrepresentation as to the savings or increases in level of services.

(3) In formulating its proposals the Committee shall take into consideration the value and contribution of such items as:

- (a) reduction of temporary manpower requirements;
- (b) reduction in overtime;
- (c) elimination of expenditure on consultants;
- (d) improved systems and procedures that result in cost savings;
- (e) improved communications;
- (f) improved utilization of manpower;
- (g) reduction of travelling expense;
- (h) reduction of printing, mailing, advertising or subscription expense;
- (i) reduction in cost of purchased goods or services;
- (j) improved utilization of space;
- (k) any other recommendation which will result in the saving of public funds.

(4) The recommendations of the Committee to the Minister shall provide

(a) that an employee of the public service of Alberta who initiates a recommendation or plan which will reduce expenditure of public funds, may, on the recommendation of the Committee, receive an award in an amount determined by the Committee which shall be no greater than the lesser of:

- (i) 25% of the savings incurred in 1 year;
- (ii) \$5000;

(b) that a group of employees who collectively initiate such a recommendation or plan may, on the recommendation of the Committee, receive awards, which shall be distributed in amounts determined by the Committee which shall be no greater than:

- (i) 25% of the savings incurred in 1 year in aggregate;
and
- (ii) \$5000 per employee;

whichever is the lesser amount;

(c) a system of nomination of employees for awards;

(d) a process of review of nominations by the Committee.

Regulations **5** Upon receiving the recommendations of the Committee, the Minister may issue regulations establishing the scheme and providing for terms and conditions upon which incentive awards may be made.

Nominations: assessment **6(1)** Nominations for awards made pursuant to the regulations shall be considered by the Committee.

(2) The Committee shall meet not less than 4 times a year to consider the merits of the nominations submitted to it and shall make recommendations for awards to the Minister.

(3) In order to assist it to evaluate nominations, the Committee may require the production of such records and the attendance of such persons as it deems necessary.

Payment of award **7** Providing that money has been appropriated to the purpose by the Legislature, the Minister, upon receiving a recommendation for an award from the Committee shall either

(a) pay the award, or

(b) advise the Committee in writing that in his opinion the award is either in the wrong amount or is unjustified and give his reasons therefor in writing.

Annual report **8** The Minister shall, in respect of each fiscal year, prepare a report showing the amounts and recipients of awards during the year under the scheme and when the report is prepared shall lay it before the Legislative Assembly if it is then sitting, or if it is not then sitting within 15 days of the commencement of the next sitting.

First Committee **9** The first Committee shall be constituted no later than January 1, 1985.

In accordance with section 4(1) of the Interpretation Act, this Bill comes into force on the date it receives Royal Assent.