

Staffing Model Comparison Grid

Public Service Commission

Last revised: January 2020
 Last reviewed: January 2020
 Next review: January 2021

	Full Merit	Merit-Based (Relatively Equal)	Senior Qualified
Objective of Assessment Process	<ul style="list-style-type: none"> To identify the best qualified candidate(s) (i.e. “the competency bar” +) 	<ul style="list-style-type: none"> To identify the best qualified candidate(s) (i.e. “the competency bar” +) 	<ul style="list-style-type: none"> To identify candidates who meet the minimum competency requirements (i.e. “meet the bar”)
Model Application	<ul style="list-style-type: none"> Out-of-scope roles SGEU Terms < 9 months Out-of-service candidates on SGEU level 1 to 10 (non-supervisory) competitions 	<ul style="list-style-type: none"> SGEU level 10 supervisors and all SGEU level 11 to 14 PFT, PPT, PLS and Terms of 9 months or more 	<ul style="list-style-type: none"> In-service candidates on all SGEU PFT, PPT, PLS and Terms of 9 months or more level 1 to 10 (non-supervisory) competitions
Preliminary Screening	<ul style="list-style-type: none"> Seniority is not considered so all applications undergo some level of review. Candidates who do not sufficiently address screening criteria are deemed not qualified and are “screened out”. Of those candidates who address screening criteria sufficiently and <i>could</i> continue on, the best are short-listed for further assessment, based on differentiating factors that exceed the competency requirements. 	<ul style="list-style-type: none"> Seniority is not considered so all applications undergo some level of review. Candidates who do not sufficiently address screening criteria are deemed not qualified and are “screened out”. Of those candidates who address screening criteria sufficiently and <i>could</i> continue on, the best are short-listed for further assessment, based on differentiating factors that exceed the competency requirements. 	<ul style="list-style-type: none"> Done in seniority order, therefore not all applications are necessarily reviewed. Candidates who do not sufficiently address screening criteria are deemed not qualified and are “screened out”. Candidates who address screening criteria sufficiently to warrant further assessment, continue through process.
Assessment	<ul style="list-style-type: none"> Uses a 0-6 rating scale for each competency Candidate experience, assessment results and other assets and/or differentiating factors are compared against other candidates 	<ul style="list-style-type: none"> Uses a 0-6 rating scale for each competency Candidate experience, assessment results and other assets and/or differentiating factors are compared against other candidates 	<ul style="list-style-type: none"> Uses a Pass versus Fail score for each competency Candidates are only assessed against the competency requirements Candidate assessment results are <u>not</u> compared against other candidates
Reference Checks	<ul style="list-style-type: none"> References are checked on the top scoring candidate(s) Reference results confirm scores for each competency 	<ul style="list-style-type: none"> Whose references are checked depends on whether or not there are candidates with seniority in the “short list” Reference results confirm interim scores for each competency May result in change to scores for one or more competencies Determines overall final score 	<ul style="list-style-type: none"> Done on the most senior candidate with an interim Pass on all competencies References confirm whether or not that candidate meets all competency requirements Determines overall final Pass or Fail result
Selection	<ul style="list-style-type: none"> Best candidate overall is selected. 	<ul style="list-style-type: none"> If most senior qualified has highest score, they are selected. If there is nobody with seniority, selection is based on merit (the top scoring candidate). If someone with seniority does not have the highest score, but has a “relatively equal” score, they are selected. 	<ul style="list-style-type: none"> Of all candidates who are qualified (“Pass” all competencies), the most senior is selected.