

Independent  
Appointments  
Commission



MAKE A DIFFERENCE

## Independent Appointments Commission Activity Plan 2024-26

## Message from the Chairperson

Pursuant to section 7 of the **Transparency and Accountability Act** (the Act), I am pleased to present the Activity Plan for the Independent Appointments Commission outlining our objectives for the two-year period commencing April 1, 2024, and ending March 31, 2026.

The Independent Appointments Commission is categorized as a Category 3 Government Entity under the Act and is required to prepare an Activity Plan that takes the strategic directions of Government, as communicated by the Minister of Finance, into consideration.

This Activity Plan was prepared under my direction as Chairperson of the Independent Appointments Commission, in accordance with the provisions of the Act. As Chair, I am accountable for the preparation of this Activity Plan and the achievement of its objectives.

Sincerely,

A handwritten signature in black ink, appearing to read "Karen McCarthy".

## Who We Are

The Independent Appointments Commission (IAC) is a legislated independent non-partisan commission composed of seven volunteers appointed by the Lieutenant-Governor in Council on resolution of the House of Assembly. Current Members of the Independent Appointments Commission include:

- Karen McCarthy, serving as Chair of the IAC.
- Gerald Anderson
- Peggy Bartlett
- Cathy Duke
- William Mahoney
- Brendan Mitchell
- Jamie Schwartz

## Overview

The IAC leads an appointment process for agencies, boards and commissions (ABCs) focused on merit to recommend to the Government of Newfoundland and Labrador the most qualified candidates for appointment. The IAC recommends qualified candidates for vacancies within approximately 30 ABCs which deliver important services related to health care, education, and natural resources and have significant decision-making responsibilities. The Public Service Commission (PSC) serves as a secretariat to the IAC and is also responsible for recommending qualified candidates to approximately 120 additional organizations under the **Public Service Commission Act**. Provincial government ABCs consist of six distinct types:

1. Crown Corporations
2. Operational and Regulatory Bodies
3. Adjudicative Bodies
4. Advisory Boards
5. Self-Regulating Occupation/Industry Boards
6. External and Intergovernmental Boards

Agencies, Boards and Commissions are accountable to government in accordance with the **Transparency and Accountability Act**, established by government but are not part of a government department. ABCs have some degree of autonomy from government and are excluded from the **Financial Administration Act**.

Other key characteristics of ABCs:

- Government holds authority for appointment to ABCs; and,
- Government has assigned or delegated authority and responsibility, or which otherwise has statutory authority and responsibility to perform a public function or service.

## Mandate

The IAC's mandate is provided by its governing legislation, the **Independent Appointments Commission Act** (IAC Act), which requires the IAC to generate recommendations for appointments in accordance with a merit-based process. Merit is a rule of conduct that provides for the recommendation of candidates for a position on the basis of the best demonstration of bona fide levels of required qualifications, knowledge, abilities and personal suitability.

## Vision

The Agencies, Boards and Commissions (ABCs) of Newfoundland and Labrador require qualified, talented, strong voices who will influence decision-making that impacts the delivery of important public services. ABCs will be composed of members appointed through a merit-based process whereby consideration has been given to a variety of demographic factors and lived experience to ensure they are representative of the population they serve.

## Strategic Issues (2024-26)

Throughout the next two years, the IAC will focus on enhancing its community engagement. This will be accomplished through public education and a marketing and branding campaign. A review of the IAC website will be conducted, as well as increased efforts on public awareness and community engagement. During 2024-26, the IAC will focus on enhancing community engagement to ensure that the public is aware of opportunities within provincial government ABCs. The following objectives identify this focus over the next two years.

### **Issue 1: Strengthening Community Engagement**

In 2016, the provincial government launched the Independent Appointments Commission (IAC) to guide the appointment of individuals to various positions with larger public sector organizations. Initial uptake of the new appointment process was very positive. The IAC will enhance its efforts to increase the volume of applications received. It is important that ABCs are representative of the population they serve, and as such, efforts will continue to appeal to diverse groups from a variety of demographics. These include youth, women, persons with disabilities and multi-cultural communities representing all regions of the province. The IAC is committed to enhancing engagement and marketing efforts that focus on encouraging qualified individuals to contribute to the province by sitting on various ABCs.

## **Objective 1.1:**

By March 31, 2025, the IAC will have increased the number of information sessions provided to organizations within the province, connecting with communities to inform residents, businesses and organizations of opportunities on provincial ABCs.

### **Indicators:**

- Held discussion panels with community stakeholders and distributed resource materials to departments, organizations and community groups across the province.
- Engaged with departments, organizations and community groups by delivering information sessions, and enhanced communication with current applicants.
- Facilitated presentations to departmental staff with regards to process and to support their promotional opportunities.

## **Objective 1.2**

By March 31, 2026, the IAC will have increased its social media presence to promote the opportunities on provincial ABCs, as well as the merit-based appointment process. This will be achieved in part by reviewing the IAC website with the intent to modernize the look and enhance applicant experience.