



Ottawa, May 31, 2012

Denis Desharnais  
Director General  
Human Resources Directorate  
Public Prosecution Service of Canada

Dear Mr. Desharnais:

I was very disappointed to receive your letter dated May 25 announcing PPSC's decision to apply section 7.2 of the TBS *Term Employment Policy* for all term employees. As a result of this decision, the accumulation of service towards indeterminate appointment at PPSC will be frozen until further notice as of June 1, 2012.

You are well aware that such a short sighted decision will not only negatively impact the employees themselves but the PPSC service in its entirety in the short, medium and long term.

The decision will prevent the department from recruiting and retaining talented LAs. It will prevent PPSC from implementing a well planned and well orchestrated succession planning effort within the LA ranks. Finally, it will result in a reduction of services to the Canadian public both in terms of quantity and quality.

In a letter sent to the Minister of Justice and Attorney General of Canada on September 21, 2011, my predecessor Marco Mendicino made it clear that Bill C-10 "the Safe Streets and Communities Act presents you with an opportunity. In this bill, you have a convincing case for greater resources that will give your departments the tools we need to meet the government's priorities." Mr. Mendicino's letter is available at [http://ajc-ajj.net/files/library/2011-09-21\\_Letter\\_to\\_AGC.pdf](http://ajc-ajj.net/files/library/2011-09-21_Letter_to_AGC.pdf)

Unfortunately, it appears that both DOJ and PPSC have opted to go in the opposite direction.

This choice will force the Department to outsource workload outside the Department, leading to an increase of legal services being contracted out to more expensive private law firms. In other terms, an expansion of the "shadow public service" at greater cost for the Federal government.

Even before Budget 2012 was presented, the Federal Government was already being pressed to take a critical look at its outsourcing costs in order to get serious about spending controls.

A study by the **Canadian Centre for Policy Alternatives**<sup>1</sup> concluded that the "growing and concentrated nature of outsourcing has created a shadow public service that is immune to the hiring practices and transparency requirements of the real public service".

The study's author, research associate David Macdonald, said that personnel outsourcing costs have risen 79 per cent in five years.

“Without prompt corrective action, outsourcing costs will continue to soar,” Mr. Macdonald said. “With the federal government running a significant deficit, it is more important than ever to examine measures that offer potential savings while maintaining services.”

Needless to say, PPSC’s recent announcement goes against the corrective actions that are much needed to protect services to Canadians.

I urge you to reconsider the decision. The AJC is willing to work with PPSC in a cooperative manner. We therefore look forward to scheduling a meeting with your office to hold further discussions at the earliest opportunity.

A handwritten signature in black ink, appearing to read 'Lisa Blais', with a long, sweeping horizontal stroke extending to the right.

Lisa Blais  
President

<sup>1</sup> The Shadow Public Service, The swelling ranks of federal government outsourced workers  
Canadian Center for Policy Alternatives, March 2011