



? Why we did this investigation

Through the City's Fraud and Waste Hotline (FWHL), the Office of the Auditor General (OAG or Office) received allegations in relation to specific recruitment and staffing actions for Management and Professional Exempt (MPE) positions within OC Transpo.

Our Office undertook an investigation to assess the concerns raised in the FWHL reports and to determine whether the allegations had any merit.

🔍 What we found

Our investigation identified ten (10) contraventions of the MPE Terms and Conditions of Employment, involving staff appointments to permanent vacancies or temporary vacancies exceeding 12 months, substantiating the allegation that formal hiring processes (i.e., competitions) were bypassed. In addition, seven (7) of the ten (10) individuals appointed did not meet the requirements of the position as outlined in the job description.

We also observed four (4) instances where candidates were screened into competitions and selected to fill positions without meeting the minimum requirements

identified in the job description. The hiring manager's rationale to support these decisions was not documented. Hiring individuals who do not meet the required qualifications creates inequity and unfairness in recruitment and staffing processes.

💡 We made three recommendations to ensure that:

- New positions, permanent vacancies and temporary vacancies of more than 12 months within OC Transpo are consistently posted for competition, as per the MPE Terms of Conditions of Employment;
- Rationale supporting recruitment and staffing decisions is appropriately documented and retained, for both appointments and competitions; and
- Minimum education and experience levels for MPE roles are periodically reviewed through the job evaluation process, as per the cycle suggested in the Periodic Review of MPE Job Procedure.