



Combat the attacks on our professional autonomy

**COMMON
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The President of the Treasury Board, Martin Coiteux, wants to talk about the productivity of the public sector? Then, let's talk about it! Over the past few years, the number of managers in the health care system has grown twice as fast as the number of employees. In the education system, managers have increased four times as fast as that of the teaching personnel. In the public service, we can't help but take note that most service counters and direct contact with our fellow citizens are being scaled back, if not completely eliminated, while the number of managers just doesn't stop snowballing.



Evolution of the work force in the health and social services system (in full-time equivalents), from 2004 to 2012. The number of managers has grown almost twice as quickly as the number of employees.

This explosion in the number of managers has been accompanied by profound transformations in managerial practices in our systems, notably by the multiplication of the ways and means in which employees are held accountable and the administrative controls over the work they perform. The latter must now devote an increasingly greater proportion of their work time to filling out reports and calculating statistics pertaining to their interventions, all this to the attention of a growing number of managers. So many working hours that are thus not devoted to providing direct services to the population.

It doesn't make sense that a social worker spends up to 30% of their time filling out statistics regarding their interventions and reports to their higher ups. In the education system, the desire to introduce a quality assurance program could have a major impact upon teacher autonomy, by imposing standardization requirements that would threaten the wealth and diversity of the various pedagogical approaches used. In the Ministries with a social mission, the introduction of quantitative indicators as the sole measure of performance vastly distorts the mission of the State and prevents public service employees from finding the best solution to meet the needs of their fellow citizens.

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By adopting the new public management doctrine, managers in our systems have cut and pasted management practices that come from the private sector and that are poorly adapted and costly for the taxpayer. In addition, these practices directly threaten the professional autonomy of our members.

We should simply let our government employees do what they're being paid to do: provide services to the population. It is high time that the professional autonomy that our work teams need to do their jobs be properly restored to them.

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