



AUDITOR GENERAL FOR LOCAL GOVERNMENT

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NEWS RELEASE

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AGLG RELEASES HR AUDIT ON THE DISTRICT OF PORT EDWARD

SURREY – A performance audit of the District of Port Edward’s human resources practices found that the District has generally been effective in addressing most of the key human resources risks it faces as a small local government, Auditor General for Local Government (AGLG) Gordon Ruth said today.

“While Port Edward’s human resources planning and management practices are informal and the District has no staff entirely dedicated to managing human resources, this approach can be appropriate and effective in a very small local government” said Mr. Ruth. “We did, however, find some areas where the District could benefit from greater formalization and structure to minimize human resources risks.”

The audit found that Port Edward has qualified staff, provides employees with training and development opportunities and has controls to make sure compensation levels for non-unionized staff are reasonable. The District could benefit from improved documentation of payroll procedures and cross-training of staff, which can be particularly valuable for very small local governments.

Mr. Ruth said, “This report is a good example of how our office customizes its audits to fit the size and complexity of a particular local government. By doing so, we are endeavouring to provide suggestions that are suited to the realities of the auditee, in this case a small local government like Port Edward. This approach acknowledges the great diversity of local governments across the province.”

The report’s 13 recommendations include six relating to recruiting and retaining qualified staff, two relating to compensation and payroll and two dealing with workplace relations and ethics. There is one recommendation dealing with each of accountability, human resource reporting and health and safety.

The report recommends that Port Edward consider opportunities for shared service arrangements with nearby local governments to help address potential capacity challenges.

This is the AGLG’s fourth of five reports on the topic “*Managing the Inherent Risks of Limited Human Resources within Small Local Governments*,” following the earlier release of reports on the District of Squamish, City of Nelson and City of Fernie. The one remaining report on this

topic covers the District of Tofino. The release of this report completes the performance audit process for the District of Port Edward.

The Port Edward performance audit report is available on the AGLG's website at www.aglg.ca.

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