

STANDING COMMITTEE ON PUBLIC ACCOUNTS



SECOND REPORT

March 7, 2011

4th SESSION OF THE 26th LEGISLATURE

LEGISLATIVE ASSEMBLY OF SASKATCHEWAN



March 7, 2011

To the Honourable Members
of the Legislative Assembly
of the Province of Saskatchewan

HONOURABLE MEMBERS:

Your Standing Committee on Public Accounts is pleased to present its Second Report to the Honourable Members of the Legislative Assembly.

The Second Report summarizes the process undertaken for the Provincial Auditor Competition, makes a formal recommendation for appointment and includes a biography of the recommended candidate.

It has been an honour and pleasure for your Committee to work together on behalf of the Legislature of Saskatchewan and the people of this province.

Respectfully submitted on behalf of the Committee,

A blue ink signature, appearing to read 'Trent Wotherspoon', written in a stylized, cursive script.

Trent Wotherspoon, MLA
Regina Rosemont
Chair

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COMPOSITION OF COMMITTEE

Mr. Trent Wotherspoon, Chair
Regina Rosemont

Mr. Glen Hart, Deputy Chair
Last Mountain-Touchwood

Ms. Pat Atkinson
Saskatoon Nutana

Mr. Dan D'Autremont
Cannington

Mr. Rod Gantefer
Melfort

Mr. Warren Michelson
Moose Jaw North

Mr. Lyle Stewart
Thunder Creek

I. ACKNOWLEDGMENTS

Pursuant to Section 21(1) of *The Provincial Auditor Act*, your Committee sought the assistance of two recognized subject matter experts from the Audit Committee to assist in the Provincial Auditor selection process. Your Committee wishes to extend its sincere appreciation to Dr. Nola Buhr, Chair of the Audit Committee and Joyce Stubbins, Member of the Audit Committee. We would also like to thank Kathy Burianyk, Committee Clerk and Ginette Michaluk, Assistant Director of Human Services and Payroll Service for their administrative and human resource assistance.

II. TERMS OF REFERENCE

Fred Wendel, the former Provincial Auditor retired on April 30, 2010; Brian Atkinson has been in the position of Acting Provincial Auditor since then.

The position of Provincial Auditor has been vacant since Fred Wendel's retirement on April 30, 2010. Pursuant to Section 5(1) of *The Provincial Auditor Act*, Brian Atkinson was appointed Acting Provincial Auditor.

In 2001, amendments were adopted to *The Provincial Auditor Act* which enhanced the independence of the Provincial Auditor by providing for an independent selection and appointment process. Under the new provisions, the task of developing a process for the selection of a new Provincial Auditor and overseeing the competition was delegated to the Standing Committee on Public Accounts (PAC). The *Act* specifies that it is the responsibility of PAC to unanimously recommend an individual to the Legislative Assembly, which then makes the appointment by resolution.

III. THE SELECTION PROCESS

Upon notice of the resignation of Mr. Fred Wendel as Provincial Auditor, your Standing Committee on Public Accounts (PAC) discussed the selection process for a new Provincial Auditor at a meeting on April 21, 2010, your committee agreed to the following motion:

That the Committee Clerk report to the Public Accounts Committee Steering Committee on a recommended selection process for the position of Provincial Auditor that includes a review of past procedures and best practices.

Upon completion of the Committee Clerk's report and the subsequent adoption by the Steering Committee, comprised of Mr. Trent Wotherspoon, Chair and Mr. Glen Hart, Deputy Chair, PAC met to discuss the recommendations. *The Second Report of the PAC Steering Committee*, tabled September 29, 2010, outlined past procedures and best practices for the selection process as well as recommendations for PAC's consideration. Your Committee agreed to ten recommendations, which guided the Provincial Auditor competition process.

PAC agreed that Nola Buhr, Chair of the Audit Committee, act as external subject matter expert, to aid in the development and implementation of the selection process for the Provincial Auditor.

To assist in competency development, meetings with former Provincial Auditor, Fred Wendel, and Provincial Comptroller, Terry Paton, occurred on October 12, 2010, with Nola Buhr, Iris Lang, Principal Clerk of the Legislative Assembly and Ginette Michaluk, Assistant Director of Human Resource and Payroll. The purpose of the meetings were to identify any issues specific to the Saskatchewan context which would need to be considered in the development of the assessment process for the new Provincial Auditor and to review a draft of the *Position Profile* document and the position advertisement.

Upon final review, your Steering Committee approved documents and the position was advertised for a two week period beginning October 23, 2010. The deadline for accepting applications was November 5, 2010.

The position was advertised in the following newspapers and websites:

- *The Globe and Mail* newspaper – National Edition (October 23, 25, 27 and 30; November 1 and 2)
- *The National Post* newspaper – Careers Section (October 27 and November 3)
- *The Leader Post* and *Star Phoenix* newspapers (October 23 and 30)
- Saskatchewan Public Service Commission website
- Saskatchewan Legislative Assembly Service website
- Saskatchewan Provincial Auditor website
- MBAjobs website
- Workopolis
- CAsource website
- Institute of Chartered Accountants of Saskatchewan website

Interested candidates were invited to submit their cover letters and resumes to an electronic address. The management of the resumes and fielding of inquiries from candidates were primarily administrative in nature and managed by the Committee Clerk.

As outlined by the approved recommendations by your Committee, a Screening Panel was formed. The members included two subject matter experts who were members of the Audit Committee, Nola Buhr and Joyce Stubbins, as well as two Legislative Assembly Service staff members, Ginette Michaluk and Kathy Burianyak, to provide human resource and administrative support. The Screening Panel held its first meeting on October 27, 2010 to develop a screening criteria tool to assess all of the applications. Once drafted, the screening criteria document was reviewed and approved by the Steering Committee on November 8, 2010.

The Screening Panel met on November 12, 2010 to assess all applications that were received. Once the assessment process was completed, the Screening Panel shortlisted three applicants to proceed in the competition. During this meeting, the Screening Panel also discussed and developed the Interview Guide required for the first interview of the candidates. The Steering Committee reviewed and approved the Interview Guide document on December 7, 2010.

The short listed candidates were interviewed on December 10, 2010. The Screening Panel conducted the interviews while the Steering Committee participated as observers.

The Screening Panel agreed to a list of individuals to be contacted for reference checks. The reference check telephone interviews were completed on December 21, 2010 and January 5, 2011.

After considering the interview and Reference Check assessment documents for each candidate, the Screening Panel completed the Candidate Competencies Assessment Report which was presented to PAC on January 20, 2011. After considering the report, your Standing Committee on Public Accounts agreed to interview the candidates who were deemed meritorious.

The second interviews took place on February 7, 2011. The Screening Panel was in attendance to ensure the continuity of the overall process.

After careful deliberation, your Standing Committee on Public Accounts agreed on one of the candidates to be recommended to the Legislative Assembly for appointment to the position of Provincial Auditor for the province of Saskatchewan.

IV. RECOMMENDATION

After carefully reviewing the qualifications of each candidate and the results of the interviews, your Committee makes the following recommendation:

RECOMMENDATION

Pursuant to s. 3.1(1) of The Provincial Auditor Act, your Committee unanimously recommends to the Legislative Assembly the name of Ms. Bonnie Lysyk, for appointment to the position of Provincial Auditor for the Province of Saskatchewan.

A biography of Ms. Lysyk appears in Appendix A.

APPENDIX A

Born in Winnipeg, Manitoba, Ms. Bonnie Lysyk is a graduate of the University of Manitoba. She has a Masters in Business Administration and is a Chartered Accountant and a Certified Internal Auditor.

Ms. Lysyk has significant audit, finance, risk management, and governance experience gained from working over 25 years in both the public and private sectors. She served as the Deputy Auditor General & Chief Operating Officer for the Office of the Auditor General of Manitoba for nearly seven years. She has held senior management positions in private sector organizations including OMERS (Ontario Municipal Employees Retirement System), a large pension fund organization, where she held the position of Vice-President, Internal Audit. As well, Ms. Lysyk worked for over ten years with Manitoba Hydro in various roles including Assistant to the President and Chief Executive Officer of Manitoba Hydro. She also served as the Chief Audit Executive with the Manitoba Liquor Control Commission. She obtained her CA while working with Coopers & Lybrand (now PricewaterhouseCoopers).

Over the years, Ms. Lysyk has been involved with various professional and not-for-profit organizations including the Institute of Chartered Accountants of Manitoba, the Canadian Institute of Chartered Accountants, the Canadian Comprehensive Auditing Foundation, the YM-YWCA and the Center for the Protection of Children in Manitoba. She served on the board of a large Manitoba credit union for nine years and as Board Chair for two years. She is presently on the Board of the Canadian Council of the Institute of Internal Auditors.