

CANADA'S PUBLIC SERVICE IS BROKEN HOW DO WE FIX IT?

Political staffers, union rules, and bureaucratic bloat are crippling Canada's public service. Canada's public service was once the gold standard—efficient, professional and dedicated to serving the public. Today, it's a bloated, dysfunctional mess where political insiders and bureaucratic red tape dictate the agenda, not the elected officials or the citizens they're supposed to serve.

A new report from the Frontier Centre for Public Policy by former MP Dorothy Dobbie lays bare the ugly truth: our government has been hijacked by political staffers, union-driven mediocrity and an army of middle managers who add layers of obstruction rather than solutions. It's not just inefficient—it's dangerous. And if we don't act fast, Canadians will continue paying the price in rising costs, declining services and a government that serves itself rather than the people.

How did we get here? Political staffers, union rules, and bureaucratic bloat are crippling the public service in Canada. New report tells us how to fix it.

It starts with the people pulling the strings behind the scenes. Political staffers—unelected, often inexperienced and more focused on party loyalty than policy—wield far too much power. They act as gatekeepers, deciding what information ministers see, controlling public access and shielding their bosses from scrutiny. They aren't accountable to voters, yet they dictate policy decisions that affect every Canadian.

Dobbie points to the recent scandal involving foreign intelligence briefings—critical intelligence was buried, never making it to the officials who needed it most. That's what happens when power is concentrated in the hands of people who put politics above national interest.

Then there's the public sector

unions, which have transformed government jobs into lifelong entitlements rather than positions of service. Promotions are based on seniority, not skill. Firing incompetent employees is nearly impossible. Productivity? An afterthought.

One senior public servant told Dobbie they were actually advised to "stop working so hard" because it made their colleagues look bad. Imagine that—putting in an honest day's work is now frowned upon in Canada's public service.

And the bureaucratic bloat? It's staggering. The federal government's job classification system has 516 occupational categories. That means endless layers of middle managers, each adding more paperwork, delays and inefficiencies. Instead of empowering civil servants to make decisions, we've created a system where process trumps results.

The result? A government so tangled in its own inefficiencies that it can't deliver for Canadians. Health care is in crisis, but instead of cutting red tape and letting doctors do their jobs, we get committees, consultants and reports that go nowhere. Infrastructure projects take years—sometimes decades—because every decision has to be approved by layer upon layer of bureaucrats. Public safety and national security take a backseat to political calculations.

And let's not forget the political parties themselves. Dobbie exposes how insiders manipulate candidate nominations, shutting out qualified, service-driven individuals in favour of backroom loyalists. The system rewards those who play the political game, not those who want to serve the public.

How do we fix it?
Dobbie doesn't just diagnose the problem—she offers a roadmap to fix it. And it starts with returning power to where

it belongs: elected officials and the people who vote for them.

Here's what needs to change, according to Dobbie: Political staffers need to be reined in. Ministers—not their unelected handlers—should be making the decisions. Staffers should be limited in their ability to run for office immediately after leaving their roles to prevent career politicians from manipulating the system.

Candidate nominations should be democratic. No more party insiders hand-picking who gets to run. Open the process and let grassroots members decide.

Public sector hiring must be based on merit. Seniority should not be the only qualification for advancement. The best people should get the jobs, period.

Middle management needs to be slashed. We don't need an endless web of bureaucrats slowing things down. Decision-making should be streamlined, not suffocated. Unions should not dictate government operations. Compensation should reward performance, not just tenure. Incompetent employees should be held accountable—not protected by bureaucracy. This isn't just about making government more efficient. It's about restoring public trust. Canadians are tired of a system prioritizing insiders over citizens, process over results, and politics over good governance.

It's a ticking time bomb.
The warning signs are flashing red. If we don't fix this broken system now, we risk watching Canada slide further into stagnation, inefficiency and public disillusionment. Government isn't meant to be a self-serving machine—it's meant to work for the people. But that won't happen unless we demand real change. The time for excuses is over. The time for action is now.

TSSA Urges Ontarians to Keep Gas Meters and Fuel-Burning Appliance Vents Free from Snow and Ice

As a major winter storm impacts parts of Ontario, the Technical Standards and Safety Authority (TSSA) urges homeowners and residents to check their gas meters and the external exhaust outlets for furnaces, fireplaces, water heaters and all fuel-burning devices to ensure no snow or ice builds up. Exhaust vents, in particular, often extend out of the side of a home as low as one foot above ground, so they have the potential to get covered and blocked easily without a homeowner's knowledge, especially when a homeowner is shoveling snow or using a snow-blower or when there is a severe snow build-up.

When vents are blocked, it can increase the risk of carbon monoxide (CO) building up inside a home. CO is a danger commonly referred to as the "Silent Killer" as you can't smell it, see it or taste it. Data show that in Ontario, about 65% of all CO incidents occur in homes.

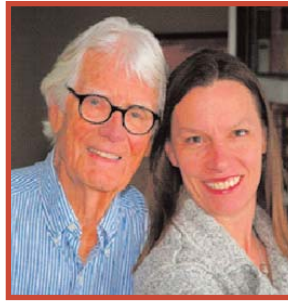
Additionally, a snow-covered gas meter can interfere with its ability to regulate gas pressure, creating other serious safety risks. When snow piles up, check your gas meter and vents. Take Action. Think Safe.



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INTRODUCING DR. W. GIFFORD-JONES' LATEST BOOK: HEALTHY RETIREMENT RESIDENCE LIVING: WHAT DOES THE DOCTOR SAY?



Upon more than 50 years of writing a weekly medical column, Dr. W. Gifford-Jones, at the age of 100, brings us his 10th book: *Healthy Retirement Residence Living: What Does the Doctor Say?* Drawing on experience gained over decades of fighting for better health for Canadians, this must-read guide empowers seniors and their families with the information they won't hear from the marketing teams at retirement residences – and the book challenges the sector to step up.

Dr. Gifford-Jones addresses the realities of moving into a retirement home—a transition filled with uncertainty and change. With his straightforward approach, he provides advice to help readers navigate the challenges, adapt to their new environment, and enjoy a fulfilling lifestyle. The book emphasizes wellness, independence, and making informed decisions about retirement living. It is packed with health tips, candid humor, and decades of medical wisdom.

Each chapter looks at health risks and challenges in retirement residence living, offering a doctor's advice with the characteristic humour and common-sense style for which Dr. Gifford-Jones is well known. A chapter entitled, "Where is the bar?", chides the owners of retirement homes for depriving residences of a cozy pub-like environment for gathering at the day's end. In another chapter, Gifford-Jones cautions against the combination of ample food and little exercise. Several chapters offer the kind of medical advice that doctors deliver best on topics dealing with bathrooms and bowel health.

With Canada's aging population, this book is more relevant than ever. Dr. W. Gifford-Jones' insights will resonate with readers who are considering retirement residence living or who are supporting loved ones through the process. To purchase a copy, visit www.docgiff.com/books or call 613-222-2227.

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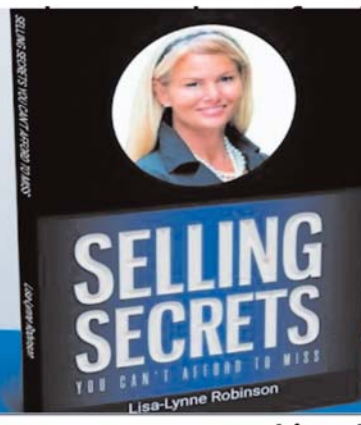
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