

Halifax Water hiring practices need improvement, Auditor General, Andrew Atherton, said in his report released today, April 15, 2026.

The audit found issues in most recruitment and selection activities. “Individual hiring processes and decisions were not always well documented and supported” the auditor general said. Issues centered around the screening and assessing of candidates and lack of documented hiring rationale.

The audit also found justifications for the use of appointments were not always well supported. “For a public employer transparency is especially important; we expected the rationale for limiting competition to be clearly laid out in every case” the auditor general said.

In addition, there was little procedural guidance available for staff involved in hiring, and limited management monitoring of hiring activities.

The auditor general’s report includes six recommendations which Halifax Water management agreed to implement.

The report is available on the auditor general’s website at <https://hrmauditorgeneral.ca/published-reports>.

FOR BROADCAST USE:

In his report released today, Auditor General Andrew Atherton said Halifax Water’s hiring practices need improvement.

The audit found issues in most recruitment and selection activities. Concerns centered around documenting the various stages of individual hirings, including hiring rationales. The audit also found limited management monitoring of Halifax Water’s hiring practices.

The report includes six recommendations which Halifax Water management agreed to implement.

The report is available on the auditor general’s website at <https://hrmauditorgeneral.ca/published-reports>.

-30-

Media Contact: Katie Chaulk
902-490-8407
Email: chaulkk@halifax.ca