



# OUR VALUES

## AS EMPLOYEES OF THE CANADIAN FOOD INSPECTION AGENCY...

- We value scientific rigour and professional and technical competence. These play a crucial role in our decision making. We do not manipulate science to achieve a desired outcome but acknowledge that other factors must be taken into account in this decision making.
- The reputation and credibility of the Agency are vital to our ability to deliver our mandate. As such, we behave, internally and externally, in a way that trust is preserved.
- We are proud of the contributions we make to the quality of life of Canadians. We value dedication and responsiveness from all employees day to day and, particularly, during an emergency.
- We value competent, qualified and motivated personnel, whose efforts drive the results of the Agency.
- To develop effective policies and strategies, we value the perspectives of the stakeholders who are affected by our decisions.
- We maintain our regulatory independence from all external stakeholders. We have the courage to make difficult and potentially unpopular decisions and recommendations, free from personal bias.
- We are committed to our physical and psychological well-being.

# SAFEGUARDING THE CANADIAN PUBLIC

EACH VALUE HAS EXPLANATORY INFORMATION IN THE FORM OF SUPPORTING PRINCIPLES OR INTENTIONS AND CONCRETE EXAMPLES FROM THE LIFE AND WORK OF THE AGENCY AS FOLLOWS:

WE VALUE SCIENTIFIC RIGOUR AND PROFESSIONAL AND TECHNICAL COMPETENCE. THESE PLAY A CRUCIAL ROLE IN OUR DECISION MAKING. WE DO NOT MANIPULATE SCIENCE TO ACHIEVE A DESIRED OUTCOME BUT ACKNOWLEDGE THAT OTHER FACTORS MUST BE TAKEN INTO ACCOUNT IN THIS DECISION MAKING.

### ***Supporting Principles and Examples:***

- We have developed the “*Risk Analysis Framework to Address Animal Health, Plant Health and Food Safety Risks within the Canadian Food Inspection Agency.*” This framework supports the Government of Canada’s request for government organizations to establish systematic and holistic approaches to manage risks as part of an Integrated Risk Management Framework.
- Through a strong framework of program, inspection and laboratory expertise we test for, and certify freedom from, for export purposes, animal and plant pathogens present in Canada. If required for export purposes, we also do so for animal and plant pathogens which are not present in Canada.

THE REPUTATION AND CREDIBILITY OF THE AGENCY ARE VITAL TO OUR ABILITY TO DELIVER OUR MANDATE. AS SUCH, WE BEHAVE, INTERNALLY AND EXTERNALLY, IN A WAY THAT TRUST IS PRESERVED.

### ***Supporting Principles and Examples:***

- If we, as employees of the Agency, have a problem with the Agency or an individual within the Agency, we raise this internally.
- We do not make derogatory comments regarding the Agency, especially in public places.
- Open dialogue and debate on issues are appreciated and encouraged, but we support decisions once taken.
- We do not engage in commitments beyond our mandate.
- We respect the Agency’s conflict of interest policies.

WE ARE PROUD OF THE CONTRIBUTIONS WE MAKE TO THE QUALITY OF LIFE OF CANADIANS. WE VALUE DEDICATION AND RESPONSIVENESS FROM ALL EMPLOYEES DAY TO DAY AND, PARTICULARLY, DURING AN EMERGENCY.

### ***Supporting Principles and Examples:***

- The Agency’s Corporate Business Plan delineates our commitment to Canadians in five key areas: public health by protecting Canadians from preventable health risks; environmental protection by sustaining the plant and animal resource base; public security by promoting the security of Canada’s food supply; economic growth by delivering a fair and effective regulatory regime; and good governance by providing sound Agency management.
- The Agency’s Rewards and Recognition Program recognizes and rewards employees for outstanding operational, scientific, technical or administrative achievements; difficult projects successfully completed; or valuable work consistently well done either as individuals or as a team. The President’s National Awards specifically recognize exceptional service delivery, innovation and best practices, leadership and inter-branch partnerships for activities carried out day to day and during emergencies.

WE VALUE COMPETENT, QUALIFIED AND MOTIVATED PERSONNEL, WHOSE EFFORTS DRIVE THE RESULTS OF THE AGENCY.

### ***Supporting Principles and Examples:***

- We are committed to professional development. We support learning and development programs that are relevant to the business priorities of the Agency as articulated in the Agency’s *Learning Policy*.
- We put competent individuals in place as efficiently as possible. In keeping with our staffing values, this may mean appointment without competition if considered necessary.

# LIC, ENVIRONMENT AND ECONOMY

TO DEVELOP EFFECTIVE POLICIES AND STRATEGIES, WE VALUE THE PERSPECTIVES OF THE STAKEHOLDERS WHO ARE AFFECTED BY OUR DECISIONS.

***Supporting Principles and Examples:***

- We advise stakeholders of process, consult appropriately, inform them of our decisions and explain our reasoning.
- We seek stakeholder input through a variety of mechanisms, including sector-specific advisory committees.
- During emergencies, we establish ongoing dialogue with other government departments, the provinces, the industry and the public, and hold regular media technical briefings.

WE ARE COMMITTED TO OUR PHYSICAL AND PSYCHOLOGICAL WELL-BEING.

***Supporting Principles and Examples:***

- We take responsibility for the impact of our behaviour on each other.
- We protect all employees from job-related harassment from both external and internal sources.
- If, during an emergency, the hours worked become potentially injurious to an individual's well-being, we ensure that there is support provided to find the necessary relief.
- We take action to ensure that we are properly educated with respect to, and protected against, job-related hazards.

WE MAINTAIN OUR REGULATORY INDEPENDENCE FROM ALL EXTERNAL STAKEHOLDERS. WE HAVE THE COURAGE TO MAKE DIFFICULT AND POTENTIALLY UNPOPULAR DECISIONS AND RECOMMENDATIONS, FREE FROM PERSONAL BIAS.

***Supporting Principles and Examples:***

- External stakeholders include all levels of government, consumers, regulated parties and various other interest groups.
- When necessary, we detain product, we suspend and/or revoke licences, we close facilities, and we remove and dispose of infected materials (e.g. animals, trees).
- We make these difficult decisions after an open exchange of information and opinion with those affected.
- We do not act in a way that compromises or appears to compromise our regulatory independence.
- We adhere to the purpose and principles articulated in our conflict of interest policy with respect to gifts, hospitality and other benefits.

*If you have any questions about the information contained in this booklet, talk to your manager, or visit the CFIA Web site at: [www.inspection.gc.ca/english/direct/values](http://www.inspection.gc.ca/english/direct/values)*