



RCMP External Review Committee

2002-2003
Estimates

Part III – Report on Plans and Priorities

Canada

The Estimates Documents

Each year, the government prepares Estimates in support of its request to Parliament for authority to spend public monies. This request is formalized through the tabling of appropriation bills in Parliament. The Estimates, which are tabled in the House of Commons by the President of the Treasury Board, consist of three parts:

Part I – The Government Expenditure Plan provides an overview of federal spending and summarizes both the relationship of the key elements of the Main Estimates to the Expenditure Plan (as set out in the Budget).

Part II – The Main Estimates directly support the *Appropriation Act*. The Main Estimates identify the spending authorities (votes) and amounts to be included in subsequent appropriation bills. Parliament will be asked to approve these votes to enable the government to proceed with its spending plans. Parts I and II of the Estimates are tabled concurrently on or before 1 March.

Part III – Departmental Expenditure Plans which is divided into two components:

- (1) **Reports on Plans and Priorities (RPPs)** are individual expenditure plans for each department and agency (excluding Crown corporations). These reports provide increased levels of detail on a business line basis and contain information on objectives, initiatives and planned results, including links to related resource requirements over a three-year period. The RPPs also provide details on human resource requirements, major capital projects, grants and contributions, and net program costs. They are tabled in Parliament by the President of the Treasury Board on behalf of the ministers who preside over the departments and agencies identified in Schedules I, I.1 and II of the *Financial Administration Act*. These documents are tabled in the spring and referred to committees, which then report back to the House of Commons pursuant to Standing Order 81(4).
- (2) **Departmental Performance Reports (DPRs)** are individual department and agency accounts of accomplishments achieved against planned performance expectations as set out in respective RPPs. These Performance Reports, which cover the most recently completed fiscal year, are tabled in Parliament in the fall by the President of the Treasury Board on behalf of the ministers who preside over the departments and agencies identified in Schedules I, I.1 and II of the *Financial Administration Act*.

The Estimates, along with the Minister of Finance's Budget, reflect the government's annual budget planning and resource allocation priorities. In combination with the subsequent reporting of financial results in the Public Accounts and of accomplishments achieved in Departmental Performance Reports, this material helps Parliament hold the government to account for the allocation and management of public funds.

© Her Majesty the Queen in Right of Canada, represented by
the Minister of Public Works and Government Services, 2002

Available in Canada through your local bookseller or by mail from
Canadian Government Publishing (PWGSC)
Ottawa, Canada K1A 0S9

Telephone: 1-800-635-7943
Internet site: <http://publications.pwgsc.gc.ca>

Catalogue No. BT31-2/2003-III-83

ISBN 0-660-61842-7

**RCMP
EXTERNAL REVIEW
COMMITTEE**

**2002-2003
Estimates**

Report on Plans and Priorities

Approved

Solicitor General of Canada

Table of Contents

Chair’s Message and Management Representation Statement	1
Raison d’être	3
Strategic Outcome 1	4
Strategic Outcome 2	5
Organization	6
Annexes	8

Chair's Message and Management Representation Statement

Chair's Message

The RCMP External Review Committee is sure to face new challenges in the 2002-2003 financial year. I fully intend to meet these challenges in a timely fashion and in a way that lets the government fulfil its commitments regarding service to the public.

It is with this in mind that the Committee will be taking the first steps towards modernizing the comptrollership function this year. Following on the heels of Treasury Board Secretariat's initiative, the Committee will be working with two other small independent agencies to review its administrative processes. It is expected that this review will lead to improved mechanisms for managing performance and risk, and that it will promote the use of best practices within the organization.

It is hard to anticipate the Committee's workload. However, according to data gathered by the RCMP, the number of disciplinary hearings increased noticeably in 2001-2002. This probably heralds an increase in the number of cases referred to the Committee. Accordingly the Committee will be pursuing efforts to manage cases effectively and avoid backlogs. If the workload does increase, the Committee has several measures in mind to avoid delays, including the hiring of additional staff and enhanced case management.

After three years as Acting Chair, I undertook a five-year mandate as Chair of the ERC in July 2001. It is quite a privilege for me to be able to work with the members of an organization as well regarded as the RCMP. At a time when we are all more aware than ever of the importance of giving police forces the tools they need to safeguard our security and freedom, I will continue working to ensure that respect and equity remain the touchstones of labour relations within the RCMP.

Philippe Rabot
Chair

January 31, 2002

Management Representation Statement

I submit, for tabling in Parliament, the 2002-2003 Report on Plans and Priorities (RPP) for the RCMP External Review Committee.

To the best of my knowledge, the information in this document:

- Accurately portrays the Committee's plans and priorities.
- Is consistent with the reporting principles contained in the *Guide to the preparation of the 2002-2003 Report on Plans and Priorities*.
- Is comprehensive and accurate.
- Is based on sound underlying departmental information and management systems.

I am satisfied as to the quality assurance processes and procedures used for the RPP production.

The Planning, Reporting and Accountability Structure (PRAS) on which this document is based has been approved by Treasury Board Ministers and is the basis for accountability for the results achieved with the resources and authorities provided.

Norman Sabourin
Executive Director and Senior Counsel

January 31, 2002

Raison d'être

The RCMP External Review Committee aims to promote fair and equitable labour relations within the RCMP, in accordance with applicable principles of law. To this end the Committee conducts an independent review of disciplinary appeals as well as certain grievances, in accordance with the *RCMP Act*.

Strategic Outcome 1: Ensure an impartial review of cases : \$748,000

As an independent agency, the Committee reviews appeals of serious disciplinary measures, discharges and demotions, as well as certain types of grievances submitted by RCMP members. This is the Committee's main activity, to which it devotes almost all of its resources.

Over the past year, there have been few changes in the Committee's work. However the RCMP is now considering procedural changes with regard to conflict resolution and submission of grievances, and this may affect the Committee's workload. As a result, discussions are being planned between RCMP staff and Committee staff to enable both to see how these changes might affect existing administrative practices.

Implementation of a modern comptroller function will be a Committee priority over the coming year. This should make it possible to achieve the government's objectives regarding sound management of resources and decision-making processes. The Committee has decided to work with two other small independent agencies operating in comparable fields of work, so as to benefit from shared experience and achieve cost savings.

With regard to the time it takes to process cases, the Committee is managing to achieve its objectives of finalizing 60% of grievances within 3 months and 60% of disciplinary and discharge cases within 6 months. The Committee intends to pursue its efforts to process all cases as quickly as possible. Also planned is an early review of all incoming cases to ensure all documentation is available and determine if the Committee has jurisdiction on the case. This should make the management of case more effective and contribute to avoiding backlogs.

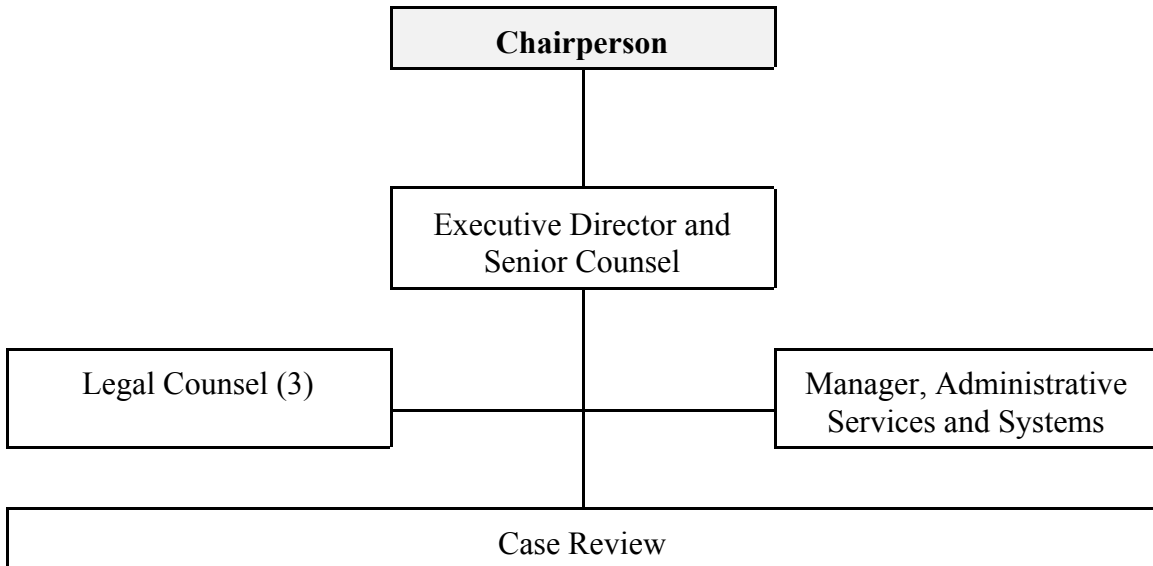
Strategic Outcome 2: Promote exchanges of information: \$84,000

The graphic design of the Committee's quarterly publication *Communiqué* has been changed to make it easier to read. In 2002-2003, *Communiqué* will continue to be an essential information-sharing tool. It summarizes the conclusions and recommendations in each case, as well as the RCMP Commissioner's decisions and, where applicable, any decisions of the Federal Court. The *Communiqué* also contains articles written by Committee staff. Topics of articles for 2002-2003 will be identified on the basis of evolving issues in the field of labour relations.

The Committee's Internet site will be completely overhauled this year. The graphic design will be modernized to facilitate navigation, and new information of interest to the public and to the Committee's partners will be added. For example, there will be more extensive links to other government sites that contain information on statutes, regulations and policies relevant to labour relations in the RCMP.

The Committee will continue to meet with its partners to optimize exchange of information.

Organization



Departmental Planned Spending

(thousands of dollars)	Forecast Spending 2001-2002 *	Planned Spending 2002-2003	Planned Spending 2003-2004	Planned Spending 2004-2005
Case Review				
Budgetary Main Estimates (gross)	820	832	832	832
Less: Respendable revenue	0	0	0	0
Total Main Estimates	820	832	832	832
Adjustments **	46	0	0	0
Net Planned Spending	866	832	832	832
Less: Non respendable revenue	0	0	0	0
Plus: Cost of services received without charge	103	103	103	103
Net Cost of Program	969	935	935	935
Full Time Equivalents	6	6	6	6

* Reflects best forecast of total planned spending to the end of the fiscal year.

** Adjustments are to accommodate approvals obtained since the Main Estimates and are to include Budget initiatives, Supplementary Estimates, etc.

Annexes

Annex 1: Net Cost of Program for the Estimates Year

(thousands of dollars)	Total
<i>Net Planned Spending</i> (Total Main Estimates plus Adjustments as per the Planned Spending table)	832
<i>Plus: Services Received without Charge</i>	
Accommodation provided by Public Works and Government Services Canada (PWGSC)	70
Contributions covering employers' share of employees' insurance premiums and expenditures paid by TBS (excluding revolving funds)	33
Workman's compensation coverage provided by Human Resources Development Canada	0
Salary and associated expenditures of legal services provided by Justice Canada	0
	<hr/> 103 <hr/>
<i>Less: Non-responsible Revenue</i>	0
<i>2002-2003 Net Cost of Program</i>	935

Annex 2: Statutes and Regulations Currently in Force

Parts II, III, IV and V of the <i>Royal Canadian Mounted Police Act</i> http://laws.justice.gc.ca/en/R-10/85110.html	(R.S.C., 1985, c. R-10), as amended
Royal Canadian Mounted Police Regulations, 1988..... http://laws.justice.gc.ca/en/R-10/SOR-88-361/159032.html	SOR/88-361, as amended
RCMP External Review Committee Rules of Practices and Procedure..... http://www.erc-cee.gc.ca/Legislation/erules.htm	SOR/88/313, as amended

Annex 3: References

RCMP External Review Committee P.O. Box 1159, Station B Ottawa, ON K1P 5R2 Tel: (613) 998-2134 Fax: (613) 990-8969 Web Site: www.erc-cee.gc.ca E-mail: org@erc-cee.gc.ca	RCMP External Review Committee Annual Report RCMP External Review Committee <i>Communiqués</i>
--	---