

S Info Source[®]

**Sources
of Federal
Employee
Information
2000–2001**

Treasury Board Secretariat

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Table of Contents

Introduction

- About *Info Source* 7
- Inside *Info Source* 7
- Privacy Act 9
- Using *Info Source* quickly and effectively 11
- Where to obtain more information 12
- Access to Information and Privacy Coordinators 15
- Standard Bank Descriptions 35

Chapters

- 1** Agriculture and Agri-Food Canada 41
- 2** Atlantic Canada Opportunities Agency 45
- 3** Atlantic Pilotage Authority Canada 46
- 4** Bank of Canada 46
- 5** British Columbia Treaty Commission 50
- 6** Business Development Bank of Canada 51
- 7** Canada Council for the Arts 52
- 8** Canada Customs and Revenue Agency 53
- 9** Canada Deposit Insurance Corporation 56
- 10** Canada Economic Development for Quebec Regions 57
- 11** Canada Industrial Relations Board 58
- 12** Canada Information Office 58
- 13** Canada Lands Company Limited 58
- 14** Canada Mortgage and Housing Corporation 58
- 15** Canada-Newfoundland Offshore Petroleum Board 62
- 16** Canada-Nova Scotia Offshore Petroleum Board 62
- 17** Canada Post Corporation 63
- 18** Canadian Artists and Producers Professional Relations Tribunal 75
- 19** Canadian Centre for Management Development 75

- 20** Canadian Centre for Occupational Health and Safety 76
- 21** Canadian Commercial Corporation 77
- 22** Canadian Cultural Property Export Review Board 77
- 23** Canadian Dairy Commission 77
- 24** Canadian Environmental Assessment Agency 78
- 25** Canadian Film Development Corporation 79
- 26** Canadian Food Inspection Agency 80
- 27** Canadian Forces Grievance Board 84
- 28** Canadian Heritage 85
- 29** Canadian Human Rights Commission 86
- 30** Canadian Institutes of Health Research 87
- 31** Canadian International Development Agency 87
- 32** Canadian International Trade Tribunal 87
- 33** Canadian Museum of Civilization 88
- 34** Canadian Museum of Nature 89
- 35** Canadian Nuclear Safety Commission 89
- 36** Canadian Polar Commission 90
- 37** Canadian Radio-television and Telecommunications Commission 90
- 38** Canadian Security Intelligence Service 91
- 39** Canadian Space Agency 97
- 40** Canadian Transportation Agency 97
- 41** Canadian Wheat Board 98
- 42** Citizenship and Immigration Canada 98
- 43** Copyright Board Canada 100
- 44** Correctional Investigator Canada 100
- 45** Correctional Service of Canada 100
- 46** Defence Construction Canada 101
- 47** Department of Finance Canada 101
- 48** Department of Foreign Affairs and International Trade 102
- 49** Department of Justice Canada 104
- 50** Environment Canada 106
- 51** Export Development Corporation 106
- 52** Farm Credit Corporation Canada 109
- 53** Federal Bridge Corporation Limited 110

54	Financial Transactions and Reports Analysis Centre	110	88	National Film Board of Canada	149
55	Fisheries and Oceans Canada	110	89	National Gallery of Canada	150
56	Fraser River Port Authority	112	90	National Library of Canada	150
57	Freshwater Fish Marketing Corporation . .	112	91	National Museum of Science and Technology	150
58	Great Lakes Pilotage Authority Canada . .	112	92	National Parole Board	151
59	Gwich'in Land and Water Board	113	93	National Research Council Canada	151
60	Gwich'in Land Use Planning Board	113	94	National Round Table on the Environment and the Economy	153
61	Halifax Port Authority	113	95	Natural Resources Canada	153
62	Hazardous Materials Information Review Commission	113	96	Natural Sciences and Engineering Research Council of Canada	156
63	Health Canada	114	97	Northern Pipeline Agency Canada	156
64	Historic Sites and Monuments Board of Canada	116	98	North Fraser Port Authority	157
65	Human Resources Development Canada	116	99	Northwest Territories Water Board	157
66	Immigration and Refugee Board	118	100	Office of the Auditor General of Canada	157
67	Indian and Northern Affairs Canada	119	101	Office of the Chief Electoral Officer	158
68	Industry Canada	120	102	Office of the Commissioner of Official Languages	159
69	International Centre for Human Rights and Democratic Development	123	103	Office of the Inspector General of the Canadian Security Intelligence Service	159
70	International Development Research Centre	123	104	Office of the Superintendent of Financial Institutions Canada	159
71	Jacques Cartier and Champlain Bridges Incorporated	124	105	Pacific Pilotage Authority Canada	160
72	Laurentian Pilotage Authority Canada . . .	125	106	Parks Canada Agency	161
73	Law Commission of Canada	126	107	Patented Medicine Prices Review Board	161
74	Leadership Network (The)	126	108	Pension Appeals Board	161
75	Mackenzie Valley Environmental Impact Review Board	128	109	Port Alberni Port Authority	161
76	Mackenzie Valley Land and Water Board	128	110	Prince Rupert Port Authority	162
77	Military Police Complaints Commission . .	128	111	Privy Council Office	162
78	Millennium Bureau of Canada	128	112	Public Service Commission of Canada	162
79	Montreal Port Authority	129	113	Public Service Staff Relations Board	173
80	Nanaimo Port Authority	129	114	Public Works and Government Services Canada	176
81	National Archives of Canada	129	115	Quebec Port Authority	178
82	National Arts Centre	133	116	Royal Canadian Mint	178
83	National Battlefields Commission	133	117	Royal Canadian Mounted Police	180
84	National Capital Commission	134	118	Royal Canadian Mounted Police External Review Committee	186
85	National Defence	135			
86	National Energy Board	148			
87	National Farm Products Council	149			

119	Royal Canadian Mounted Police Public Complaints Commission	187	132	Status of Women Canada	194
120	Saguenay Port Authority	188	133	Thunder Bay Port Authority	194
121	Sahtu Land and Water Board	188	134	Toronto Port Authority	194
122	Sahtu Land Use Planning Board	188	135	Transport Canada	195
123	Saint John Port Authority	188	136	Transportation Safety Board of Canada	196
124	Seaway International Bridge Corporation Ltd	189	137	Treasury Board of Canada Secretariat . . .	197
125	Security Intelligence Review Committee	190	138	Trois-Rivières Port Authority	207
126	Sept-Îles Port Authority	190	139	Vancouver Port Authority	207
127	Social Sciences and Humanities Research Council of Canada	190	140	Veterans Affairs Canada	208
128	Solicitor General Canada	191	141	Western Economic Diversification Canada	209
129	St. John's Port Authority	191	142	Windsor Port Authority	209
130	Standards Council of Canada	192	143	Yukon Surface Rights Board	209
131	Statistics Canada	193	144	Yukon Territory Water Board	209

Introduction

Note: This introduction to **Info Source** is in large print to assist persons with visual disabilities.

About Info Source

Info Source: Sources of Federal Employee Information will help you, as a current or former federal employee, to locate your personal information held by the government. It will also help you to exercise your rights under the *Privacy Act*.

This book is a complementary volume to **Info Source: Sources of Federal Government Information** which contains information about the Government of Canada, its organization and its information holdings.

Info Source combines and replaces the **Access Register** and the **Index to Personal Information**, two publications you might have seen or used before.

The annual edition of **Info Source** is complemented by **bulletins**, including the **Directory of Federal Government Enquiry Points**.

Inside Info Source

This **Info Source** book has three main components:

Table of Contents

The Table of Contents is organized alphabetically by the commonly used name of the department or agency, such as Agriculture and Agri-Food Canada, or Health Canada, rather than by their legal titles, Department of Agriculture and Agri-Food, or Department of Health.

Introduction

The Introduction includes:

- information about the terms used in this book, some essential points about the *Privacy Act*, and directions on how to locate information by using **Info Source** or by making a formal request under the *Privacy Act*;
- a listing of Access to Information and Privacy Coordinators, which is organized in the same order as the Table of Contents, gives you the address and telephone number of all Access to Information and Privacy offices; and
- the description of the Standard Banks – see definition below.

Chapters

There is one chapter for each federal government department or agency subject to the *Privacy Act*. Each chapter contains a description of personal information relating to current and former employees of the institution.

This book contains three types of personal information banks, as follows:

Standard Banks There are 23 Standard Banks that consist of administrative information which many government institutions maintain about their employees. Institutions may require several of these banks. They contain information about, pay and benefits, training and development, performance, etc.

Central Banks These banks are maintained by central agencies such as the Public Service Commission, Public Works and Government Services Canada, and the Treasury Board of Canada Secretariat. They include information about employees from all or several government institutions.

Particular Banks Particular Banks contain personal information about employees that is specific to the requirements of each department or agency.

Privacy Act

In its day-to-day operations, federal government departments and agencies collect personal information from almost all Canadians. The *Privacy Act* gives Canadian citizens and people present in Canada the right to have access to information that is held about them by the federal government. It also protects against unauthorized disclosure of personal information. In addition, it strictly controls how the government will collect, use, store, disclose and dispose of any personal information.

Most information available when you ask In many cases, you, as a federal employee, may be able to obtain your personal information from a government institution without applying under the *Privacy Act*. You should seek information about gaining access to your records by contacting a personnel officer at your employing institution at headquarters, or in the regions, as appropriate.

Some personal information is confidential The federal government must keep some personal information confidential under the *Privacy Act*, much of which relates to other people, national security or law enforcement.

How to apply

When you have decided to make a formal request under the *Privacy Act*, there are certain procedures to follow.

- Obtain a **Personal Information Request Form** at any location where **Info Source** is available (including the Web site: http://www.tbs-sct.gc.ca/gos-sog/infosource/Info_6/Request-Frms_e.html)
- Fill out the form and identify yourself in such a way that the government institution can verify who you are, i.e. that it is you, and not someone else, asking for your information. The more precise the information you provide, the faster your request can be answered.

- If you are currently a federal employee, send the form to the Access to Information and Privacy Coordinator in your department or agency.
- If you are a former federal employee, you should contact the National Archives of Canada, 395 Wellington Street, Ottawa, Canada, K1A 0N3, (613) 995-5138.

There is no charge to apply for information under the *Privacy Act*.

To change the information If you believe the information which a federal institution has on file about you is untrue or misleading, you can ask to have it corrected. Even if the department or agency does not agree to change this information, it must make a note that you have asked for the change and attach it to the file.

Safeguarding personal information The protection of your personal information and privacy is also a very important purpose of the *Privacy Act*. The *Act* states how and when the government can collect, store and dispose of personal information. It also covers specifically why and how the information can be used or given out, as well as who can use or receive it.

Giving out information The government can only disclose your information to someone else with your consent or when one or more of the criteria in the *Privacy Act* are met, such as to comply with a subpoena.

Turnaround time Under the law, all or most of the information you ask for should be disclosed within 30 days of receiving the request. If a time extension is required, you will be notified within the first 30 days and told why up to another 30 days may be needed.

Privacy Commissioner

The Privacy Commissioner is a representative of the people with the power to look into complaints of improper collection, use, storage, disclosure or disposal of personal information. The Privacy

Commissioner can also help if you are dissatisfied with the results of your formal application or the time it has taken to see your personal information.

When the Privacy Commissioner's investigation is complete, an individual who is of the opinion that they have not been given access to all of their personal information which they are entitled has the right to apply to the Federal Court – Trial Division for a review of the matter.

You can write or call the Privacy Commissioner's office at:

Office of the Privacy Commissioner

Place de Ville, 3rd Floor, Tower B

112 Kent Street, Ottawa, Ontario K1A 1H3

General Enquiries(613) 995-2410
Fax(613) 947-6850
Toll-free1-800-282-1376
TTY(613) 992-9190
Web Site: http://www.privcom.gc.ca

Using Info Source quickly and effectively

Determine the correct chapter Turn to the chapter of the department or agency you think has the information and check the personal information banks.

If you are unsure about the correct department or agency, a telephone call or letter to any Access to Information and Privacy Coordinator's office should provide the answer.

For persons with disabilities Individuals who are unable to exercise their rights using regular procedures may obtain further assistance from any Access to Information and Privacy Coordinator's office.

Where to obtain more information

You may consult **Info Source** publications and obtain copies of brochures on the *Access to Information Act* and the *Privacy Act* at various locations within departments and agencies, such as offices of Access to Information and Privacy Coordinators and libraries.

If you would like more information about **Info Source, Sources of Federal Government Information, Sources of Federal Employee Information**, or the *Privacy Act*, you may contact (please see note below):

Treasury Board of Canada Secretariat

L'Esplanade Laurier, 8th Floor, East Tower
140 O'Connor Street, Ottawa, Ontario K1A 0R5

Telephone(613) 957-2455
Fax(613) 952-7287
Internet:infosource@tbs-sct.gc.ca
Web Site:http://www@tbs-sct.gc.ca

If you would like a copy of the **Directory of Federal Government Enquiry Points** or a brochure on the *Access to Information Act* or the *Privacy Act*, please contact:

Treasury Board Distribution Centre

L'Esplanade Laurier, Room P-140, Level P-1W
300 Laurier Avenue West, Ottawa, Ontario K1A 0R5

Telephone(613) 995-2855
Fax(613) 996-0518
Internet:Services-Publications@fin.gc.ca

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Fax(819) 994-1498

Toll-free1-800-635-7943

Web Site:<http://publications.pwgsc.gc.ca>

Info Source is also available on the Internet at:

(Government)<http://www.tbs-sct.gc.ca/gos-sog/infosource>

(Non-Government)infosource.gc.ca/index-e.html

Note: *Privacy Act* requests must be addressed to the appropriate institutions, at the addresses listed in the pages which follow.

Access to Information and Privacy Coordinators

Agricultural Products Board

see Agriculture and Agri-Food
Canada

Agricultural Stabilization Board

see Agriculture and
Agri-Food Canada

Agriculture and Agri-Food Canada

Victor Desroches
Room 255,
Sir John Carling Building
930 Carling Avenue
Ottawa, Ontario K1A 0C5
Tel: (613) 759-7083
Fax: (613) 759-6547

Atlantic Canada Opportunities Agency

Claudia Gaudet
Blue Cross Centre
644 Main Street, 3rd Floor
P.O. Box 6051
Moncton, New Brunswick
E1C 9J8
Tel: (506) 851-3845 /
1-800-561-7862
Fax: (506) 851-7403

Atlantic Pilotage Authority Canada

Peter MacArthur
Purdy's Wharf, Tower 1
1959 Upper Water Street,
Suite 1402
Halifax, Nova Scotia B3J 3N2
Tel: (902) 426-2550
Fax: (902) 426-4004

Bank of Canada

Ted Requard
234 Wellington Street, 4 – Centre
Ottawa, Ontario K1A 0G9
Tel: (613) 782-8537
Fax: (613) 782-7003

British Columbia Treaty Commission

Chief Commissioner
1155 West Pender Street,
Suite 203
Vancouver, British Columbia
V6E 2P4
Tel: (604) 482-9200
Fax: (604) 482-9222

**Business Development
Bank of Canada**

Robert D. Annett
5 Place Ville Marie, Suite 400
Montréal, Quebec H3B 5E7
Tel: (514) 283-3554
Fax: (514) 283-9731

Canada Council for the Arts

Irène Boilard
350 Albert Street, 9th Floor
P.O. Box 1047
Ottawa, Ontario K1P 5V8
Tel: (613) 566-4414 Ext 4261
1-800-263-5588 Ext 4161
Fax: (613) 566-4411

**Canada Customs and
Revenue Agency**

Suzanne Lafrance
Albion Tower
25 Nicholas Street, 11th Floor
Ottawa, Ontario K1A 0L5
Tel: (613) 957-8819
Fax: (613) 941-9395

**Canada Deposit
Insurance Corporation**

Claudia Morrow
50 O'Connor Street, 17th Floor
Ottawa, Ontario K1P 5W5
Tel: (613) 947-0268
Fax: (613) 996-6095

**Canada Economic
Development for
Quebec Regions**

Jean-Yves Roy
800 Victoria Square, Suite 3800
P.O. Box 247
Montréal, Quebec H4Z 1E8
Tel: (514) 283-8418
Fax: (514) 283-9679

**Canada Industrial
Relations Board**

Ruth Smith
C.D. Howe Bldg
240 Sparks Street, 4th Floor West
Ottawa, Ontario K1A 0X8
Tel: (613) 947-5441
Fax: (613) 947-5407

Canada Information Office

Marlene Fournier
155 Queen Street, 5th Floor
Ottawa, Ontario K1P 6L1
Tel: (613) 992-8950
Fax: (613) 992-8350

**Canada Lands
Company Limited**

see Public Works and
Government Services Canada

**Canada Mortgage and
Housing Corporation**

D.V. Tyler
700 Montreal Road
Ottawa, Ontario K1A 0P7
Tel: (613) 748-2892
Fax: (613) 748-4098

**Canada-Newfoundland
Offshore Petroleum Board**

Jim Doyle
TD Place
140 Water Street, 5th Floor
St. John's, Newfoundland
A1C 6H6
Tel: (709) 778-1464
Fax: (709) 778-1473

**Canada-Nova Scotia Offshore
Petroleum Board**

Michael S. McPhee
TD Centre, 6th Floor
1791 Barrington Street
Halifax, Nova Scotia B3J 3K9
Tel: (902) 422-5588
Fax: (902) 422-1799

Canada Post Corporation

Richard A. Sharp
2701 Riverside Drive,
Suite N0643
Ottawa, Ontario K1A 0B1
Tel: (613) 734-6871
Fax: (613) 734-7329

**Canadian Advisory Council
on the Status of Women**

see Status of Women Canada

**Canadian Artists and
Producers Professional
Relations Tribunal**

Josée Dubois
240 Sparks Street, 8th Floor West
Ottawa, Ontario K1A 1A1
Tel: (613) 996-4053
Fax: (613) 947-4125

**Canadian Centre for
Management Development**

Lisa Robinson
P.O. Box 420, Station A
373 Sussex Drive
Ottawa, Ontario K1N 8V4
Tel: (613) 996-1363
Fax: (613) 943-1038

**Canadian Centre for
Occupational Health and Safety**

Bonnie Easterbrook
250 Main Street East
Hamilton, Ontario L8N 1H6
Tel: (905) 572-2981 Ext 4401
Fax: (905) 572-2206

Canadian Commercial Corporation

Sharon Fleming
50 O'Connor Street, Suite 1100
Ottawa, Ontario K1A 0S6
Tel: (613) 943-0953
Fax: (613) 995-2121

Canadian Cultural Property Export Review Board

Sonia M. Lismer
15 Eddy Street, 3rd Floor
Hull, Quebec K1A 0M5
Tel: (819) 997-7761
Fax: (819) 997-7757

Canadian Dairy Commission

Susan E. Doherty
1525 Carling Avenue, Suite 300
Ottawa, Ontario K1A 0Z2
Tel: (613) 792-2032
Fax: (613) 998-4492

Canadian Environmental Assessment Agency

Ann Amyot
200 Sacré-Coeur Boulevard,
Room 905
Hull, Quebec K1A 0H3
Tel: (819) 953-8351
Fax: (819) 953-2891

Canadian Film Development Corporation

John P. Pelletier
2 Bloor Street West, 22nd Floor
Toronto, Ontario M4W 3E2
Tel: (416) 973-6436 Ext 2510
Fax: (416) 973-2826

Canadian Food Inspection Agency

Reg Gatenby
59 Camelot Drive
Nepean, Ontario K1A 0Y9
Tel: (613) 225-2342 Ext 4215
Fax: (613) 228-6639

Canadian Forces

see National Defence

Canadian Forces Grievance Board

Pierre Beaudry
270 Albert Street, 11th Floor
Ottawa, Ontario K1P 5G8
Tel: (613) 996-7027
Fax: (613) 996-6491

Canadian Government Standards Board

see Public Works and
Government Services Canada

Canadian Grain Commission

see Agriculture and Agri-Food
Canada

Canadian Heritage

E.W. Aumand
25 Eddy Street, 3rd Floor
Hull, Quebec K1A 0M5
Tel: (819) 997-2894
Fax: (819) 953-9524

**Canadian Human Rights
Commission**

Lucie Veillette
Canada Place
344 Slater Street, 8th Floor
Ottawa, Ontario K1A 1E1
Tel: (613) 943-9505
Fax: (613) 941-6810

**Canadian Institutes of
Health Research**

Guy D'Aloisio
410 Laurier Avenue W., 9th Floor
Address Locator 4209A
Ottawa, Ontario K1A 0W9
Tel: (613) 954-1946
Fax: (613) 954-1800

**Canadian International
Development Agency**

Diane Richer
200 Promenade du Portage,
12th Floor
Hull, Quebec K1A 0G4
Tel: (819) 997-0846
Fax: (819) 953-3352

**Canadian International
Trade Tribunal**

Susanne Grimes
333 Laurier Avenue West
Ottawa, Ontario K1A 0G7
Tel: (613) 993-4717
Fax: (613) 998-1322

**Canadian Museum
of Civilization**

Louise Dubois
100 Laurier Street
Hull, Quebec J8X 4H2
Tel: (819) 776-7115
Fax: (819) 776-7122

Canadian Museum of Nature

Greg Smith
P.O. Box 3443, Station D
Ottawa, Ontario K1P 6P4
Tel: (613) 566-4214
Fax: (613) 364-4022

**Canadian Nuclear Safety
Commission**

Bernard E. Beaudin
280 Slater Street
P.O. Box 1046, Stn. B
Ottawa, Ontario K1P 5S9
Tel: (613) 947-2977
Fax: (613) 995-5086

Canadian Polar Commission

Alan Saunders
Constitution Square
360 Albert Street, Suite 1710
Ottawa, Ontario K1R 7X7
Tel: (613) 943-8605
Fax: (613) 943-8607

**Canadian Radio-television
and Telecommunications
Commission**

Jennifer Wilson
Terrasses de la Chaudière
1 Promenade du Portage,
5th Floor
Hull, Quebec K1A 0N2
Tel: (819) 997-1540
Fax: (819) 994-0218

**Canadian Security
Intelligence Service**

Raymond Fournier
P.O. Box 9732, Station T
Ottawa, Ontario K1G 4G4
Tel: (613) 231-0506 /
1-877-995-9903
Fax: (613) 231-0672

Canadian Space Agency

Sylvie Garbusky
6767 route de l'Aéroport
Saint-Hubert, Quebec J3Y 8Y9
Tel: (450) 926-4866
Fax: (450) 926-4878

**Canadian Transportation
Agency**

John Parkman
Jules Léger Building
15 Eddy Street
Hull, Quebec K1A 0N9
Tel: (819) 994-2564
Fax: (819) 997-6727

Canadian Wheat Board

Deborah Harri
423 Main Street
P.O. Box 816, Station Main
Winnipeg, Manitoba R3C 2P5
Tel: (204) 983-1752
Fax: (204) 984-7815

**Citizenship and
Immigration Canada**

Diane Burrows
Narono Building
360 Laurier Avenue West,
10th Floor
Ottawa, Ontario K1A 1L1
Tel: (613) 957-6512
Fax: (613) 957-6517

Copyright Board Canada

Ivy Lai
56 Sparks Street, Suite 800
Ottawa, Ontario K1A 0C9
Tel: (613) 952-8628
Fax: (613) 946-4451

**Correctional Investigator
Canada**

Todd Sloan
275 Slater Street, Room 402
Ottawa, Ontario K1P 5H9
Tel: (613) 990-2690
Fax: (613) 990-9091

Correctional Service of Canada

Jennifer Wheatley
340 Laurier Avenue West,
1st Floor
Ottawa, Ontario K1A 0P9
Tel: (613) 992-8248
Fax: (613) 995-4412

Custodian of Enemy Property

see Public Works and
Government Services Canada

Defence Construction Canada

Sue Greenfield
Place de Ville, Tower B
112 Kent Street, 17th Floor
Ottawa, Ontario K1A 0K3
Tel: (613) 998-0998
Fax: (613) 998-1218

Department of Finance Canada

Cynthia Richardson
L'Esplanade Laurier, East Tower
140 O'Connor Street, 21st Floor
Ottawa, Ontario K1A 0G5
Tel: (613) 992-6923
Fax: (613) 947-8331

**Department of Foreign Affairs
and International Trade**

Barbara Richardson
Lester B. Pearson Building
125 Sussex Drive
Ottawa, Ontario K1A 0G2
Tel: (613) 992-1487
Fax: (613) 995-0116

Department of Justice Canada

Anne Brennan
284 Wellington Street, 1st Floor
Ottawa, Ontario K1A 0H8
Tel: (613) 952-8361
Fax: (613) 957-2303

Director of Soldier Settlement

see Veterans Affairs Canada

**Director Veterans' Land Act,
The**

see Veterans Affairs Canada

**Energy Supplies
Allocation Board**

see Natural Resources Canada

Environment Canada

René Bolduc
Les Terrasses de la Chaudière,
North Tower
10 Wellington Street, 4th Floor
Hull, Quebec K1A 0H3
Tel: (819) 997-2992
Fax: (819) 997-1781

Ethics Counsellor

see Industry Canada

Export Development Corporation

Serge Picard

151 O'Connor Street, 7th Floor

Ottawa, Ontario K1A 1K3

Tel: (613) 598-2899

Fax: (613) 598-3113

Farm Credit Corporation Canada

Doug Higgins

1800 Hamilton Street

P.O. Box 4320

Regina, Saskatchewan S4P 4L3

Tel: (306) 780-7361

Fax: (306) 780-8641

Federal Bridge Corporation Limited

Norman B. Willans

55 Metcalfe Street, Suite 1210

Ottawa, Ontario K1P 6L5

Tel: (613) 993-6880

Fax: (613) 993-6945

Federal Mortgage Exchange Corporation

see Department of Finance
Canada

Federal-Provincial Relations Office

see Privy Council Office

Finance Canada

see Department of Finance
Canada

Financial Transaction and Reports Analysis Centre

Joanna Leslie

222 Somerset Street West,
6th Floor

Ottawa, Ontario K1A 0G5

Tel: (613) 943-1347

Fax: (613) 943-7931

Fisheries and Oceans Canada

Terry Murray

200 Kent Street, 5th Floor

Station 5W080

Ottawa, Ontario K1A 0E6

Tel: (613) 993-2937

Fax: (613) 998-1173

Fisheries and Oceans Research Advisory Council

see Fisheries and Oceans
Canada

Fisheries Prices Support Board

see Fisheries and Oceans
Canada

Foreign Affairs and International Trade

see Department of Foreign Affairs
and International Trade

Forestry Canada

see Natural Resources Canada

Fraser River Port Authority

Sarb Dhut

713 Columbia Street, Suite 500

New Westminster,

British Columbia V3M 1B2

Tel: (604) 524-6655

Fax: (604) 524-1127

Freshwater Fish Marketing Corporation

Millie Smith

1199 Plessis Road

Winnipeg, Manitoba R2C 3L4

Tel: (204) 983-6461

Fax: (204) 983-6497

Great Lakes Pilotage Authority Canada

Christine Doherty

202 Pitt Street

P.O. Box 95

Cornwall, Ontario K6H 5R9

Tel: (613) 933-2991 Ext 208

Fax: (613) 932-3793

Gwich'in Land and Water Board

Robert Alexie

P.O. Box 2118

Inuvik, Northwest Territories

X0E 0T0

Tel: (867) 777-4954

Fax: (867) 777-2616

Gwich'in Land Use**Planning Board**

Deena Clayton

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**Indian and Northern
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Justice Canada

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see Human Resources
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**Military Police Complaints
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National Battlefields**Commission**

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National Capital Commission

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National Library of Canada

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**National Museum of Science
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**Office of the
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see Treasury Board of Canada
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**Office of the Inspector General
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Petroleum Compensation Board

see Natural Resources Canada

Petroleum Monitoring Agency Canada

see Natural Resources Canada

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Board Canada**

see Veterans Affairs Canada

**Western Economic
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Standard Bank Descriptions

Attendance and Leave

Description: This bank contains absence reports and leave applications, as well as physicians' certificates associated with sick leave, all of which include the individual's Personal Record Identifier and correspondence about attendance and leave. The annual record of attendance and leave is attached to the Employee Personnel Record. Some attendance and leave information exists in automated form in institutional personnel databases, especially in time/attendance, leave control and absenteeism systems. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose of this bank is to support administration of employee attendance and leave within government departments and agencies. **Consistent Uses:** To record attendance and authorize leave. To support decisions on pay and benefits, such as those concerning leave and termination of employment, and to evaluate use of leave and rates of absenteeism. **Retention and Disposal Standards:** Two years after expiry of fiscal year, after which period the records are destroyed. **Bank Number:** PSE 903

Conflict of Interest and Post-Employment Code

Description: This bank contains (1) Employee Certification Documents indicating that an employee has read and understood the Code of the Public Service and agrees to observe the Code as a condition of employment and indicating whether or not an employee has assets or liabilities identified in sections 21 and 22, participates in activities specified in section 26 of the Code of the Public Service; (2) Confidential Reports of assets, liabilities and participation in outside activities subject to confidential reporting in accordance with the Conflict of Interest and Post-Employment Code for the Public Service; and (3) investigation reports and correspondence about potential and actual employee conflicts between the private interests or holdings of an employee and the employee's official duties and responsibilities. **Class of Individuals:** Employees of government institutions. **Purpose:** The purpose of this bank is to maintain information (1) as to whether an employee has read and understood the Code of the Public Service and agreed to observe it as a condition of employment; (2) about potential and actual conflict of interest situations for employees of a government institution; (3) to record potential conflicts of interest; and (4) to record any post-employment compliance action required of the employee, including decisions reducing the limitation period. **Consistent Uses:** To resolve situations of potential and actual conflicts of interest and to support decisions on transfers, discipline and termination of employment if conflict of interest exists. To enable designated officials to determine whether a former public servant to whom post-employment compliance measures apply is in compliance. This impacts on a current public officer's ability to deal with the former public servant. **Retention and Disposal Standards:** Records are retained by the employing institution to

which the Certification Document and Confidential Report were submitted for the duration of employment plus two years, after which the records are destroyed.

Bank Number: PSE 915

Discipline

Description: This bank contains notices of disciplinary action and correspondence about employee misconduct; testimony by witnesses; legal opinions; investigations of possible misconduct and analysis reports of these investigations. It is important to note that notices of disciplinary action may be attached to the Employee Personnel Record. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose of this bank is to maintain information used in disciplinary actions in government institutions and to determine the need for and nature of disciplinary actions. **Consistent Uses:** To support decisions on pay and benefits; attendance and leave; transfer, demotion and termination of employment. **Retention and Disposal Standards:** Documentation related to disciplinary action for individual cases will be destroyed after 2 years have elapsed since the disciplinary action was taken, provided that no further disciplinary action has been recorded during this period or for notices of disciplinary action, including notices attached to the Employee Personnel Record, the time limit is that specified in applicable collective agreements. In cases where a disciplinary action has been rescinded, onus is on the institution to ensure that the documentation of the action concerned is immediately destroyed. **Bank Number:** PSE 911

Electronic Network Monitoring Logs

Description: This bank contains information about electronic network use which is compiled when there is suspected misuse of a federal government electronic network, as defined by institutional or Treasury Board policies on the use of electronics networks. Examples of information that may be in the bank include network logs that may link an employee's workstation to an IP address, listings of sites visited and information on any transactions conducted, including date, time, duration and nature of the visit or transaction. It may also include information on the use of authorization codes assigned to particular individuals, including successful or unsuccessful use of the codes, date, time and frequency. **Class of Individuals:** Employees of the institution and other individuals using federal government electronic networks. **Purpose:** The information contained in the bank is compiled to support the investigation of suspected or alleged misuse of government electronic networks. **Consistent Uses:** The information may be used to substantiate any disciplinary action taken where violation of institutional or Treasury Board policies on the use of electronics networks is determined. **Retention and Disposal Standards:** Personal information that has been used by a government institution for an administrative purpose shall be retained by that government institution for a least

two years following the last use of the information unless the subject individual consents to its earlier disposal.

Bank Number: PSE 922

Employee Assistance

Description: This bank contains information treated in a confidential fashion that is relative to an employee's involvement in an Employee Assistance Program (EAP); notice of voluntary or mandatory (supervisory work-performance related) referral; records of reference to, or reports and correspondence from a health professional or rehabilitation agency; and only non-medical interpretations concerning an employee's work capability or limitations. All personal medical data shall be maintained in a medical protected status under the control of the Occupational and Environmental Health Services Agency. Records relating to work performance deficiencies, absenteeism and disciplinary matters are to be held in the appropriate institutional personal information bank and not held with EAP files. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose of this bank is to record information necessary for the administration of the Employee Assistance Program. To determine the need for employee assistance counselling, referrals for medical evaluations and participation in rehabilitation programs. **Consistent Uses:** To support decisions regarding employee assistance measures. **Retention and Disposal Standards:** Two years following the date of the most recent reference to employee assistance, after which the records are destroyed. **Bank Number:** PSE 916

Employee Personnel Record

Description: This bank provides a summary record of an individual's employment with government institutions. It is maintained for the purpose of facilitating personnel administration. Information about an individual may be used in decisions relating to the areas of: staffing, attendance and leave, pay and benefits, training and development, occupational health and safety, official languages, discipline, and level of security, where information in one area may affect a decision in another area. In the above cases, the information in this bank summarizes and refers to more detailed information in other banks. This information may be used, provided such use is consistent with the main uses of the information, to ensure that personnel actions within government institutions are coordinated in the interests of both the individual and the employer. The Employee Personnel Record relating to an employee is under the control of his/her current employing institution and contains information concerning personal characteristics, including age and sex; Social Insurance Number; Personal Record Identifier; home address; citizenship; education, including transcripts, certificates and diplomas; non-government employment history; career resumés and references; geographical and organization location; appointments, transfers, promotions and demotions; periods of employment, including probationary periods, layoffs and tenure; classification, including position numbers, groups, levels, titles and salaries; superannuation and insurance, including names

of beneficiaries. Also included where applicable is information concerning military service, including periods and areas of service; collective bargaining exclusion, including designation status and bargaining agent identification; professional achievements, including publications, patents and awards; passports and firearm permits related to employment; and termination of employment, including certificates and reasons for termination. The Employee Personnel Record contains summary records of decisions relating to staffing; attendance and leave; pay and benefits; training and development; decisions concerning compensation and fitness for work; official languages; discipline; and level of security clearance. The major series of information concerning these topics is, however, found in the various other Standard Banks. The Employee Personnel Record may not include the personal information actually used to make decisions in the areas noted above. **Class of Individuals:** Employees of the institution. **Purpose:** To provide documentation and authorization of appointments, transfers, promotions, demotions, termination of employment and superannuation. **Consistent Uses:** To authenticate decisions on staffing, attendance and leave; pay and benefits; training and development; occupational health and safety; official languages; discipline; and level of security clearance, as well as to verify employment references. Information is also provided to Public Works and Government Services Canada to facilitate payment of salaries; to various provincial health insurance plans; to group insurers, where applicable; to unions for dues check-off purposes and to Human Resources Development Canada for pension purposes. **Retention and Disposal Standards:** Retained by the current employing institution for the duration of employment plus one year, and then transferred to the control of National Archives. The information is destroyed when the individual reaches the age of 80, or two years after the death of the individual, provided two years have elapsed since the last administrative action concerning the information. For records relating to disciplinary action, the time limit for disposal is that specified in applicable collective agreements or three years following the date of disciplinary action, provided no further disciplinary action has been recorded in the meantime. In cases where a disciplinary action has been rescinded, onus is on the institution to ensure that the documentation of the action concerned is immediately destroyed. Records of individuals, if judged by the National Archivist of Canada to be of historical interest or archival value, are retained permanently by the National Archives of Canada. **Bank Number:** PSE 901

Employment Equity Program

Description: The bank contains personal information on employees such as education, work history and career aspirations, and training and development, which is collected by means of questionnaires and/or interviews or compiled from employees' files or automated data systems. The information is collected on a voluntary basis, and respondents are asked to identify whether they are male or female, whether they are an aboriginal

person, and whether they have a disability or are a member of a visible minority group. The Personal Record Identifier may be used to identify employees in instances where government institutions are not able to employ an anonymous questionnaire, as well as when these identifiers are required to locate employee records. **Class of Individuals:** Employees of the institution. **Purpose:** This bank provides documentation for the implementation of the employment equity policy in government institutions falling under the Public Service Staff Relations Act, Part I, Schedule I. Data are collected to provide a comprehensive picture of employees by sex and by target group status (e.g., women, aboriginal peoples, persons with disabilities and members of visible minority groups). This information is used to compile a personnel profile of employees and to compare the situation of target group members with non-target group members within a government institution and with their counterparts in the general labour market. The Personal Record Identifier may be used to link information in this bank with that in another bank containing employee information (e.g., the Personnel Management Information System) in order to obtain statistical information, where the securing of such information would be consistent with the uses for which the personal information was collected. Self-identification information may be obtained from the departmental banks on Staffing (PSE 902). **Consistent Uses:** The department may collect data for statistical purposes, for purposes relating to individuals, or for both. Personal data are released to the Employment Equity Target Group Data Bank (TBS PCE 706) for statistical purposes only. The information gathered will be used for institutional purposes in the government's employment equity program to identify and eliminate systemic discrimination in employment and to introduce temporary special measures to ensure that target groups participate in and are equitably represented in the federal public service. It may also be used for policy and planning purposes related to employment equity. **Retention and Disposal Standards:** The disposal criteria for this bank are to be established. Records are retained for two years after most recent administrative action. **Bank Number:** PSE 918

Grievances

Description: This bank contains presentations by employees and bargaining unit representatives; receipt notices and replies by management; testimony by witnesses; legal opinions; investigation and analysis reports; job descriptions in regard to classification grievances, and correspondence about grievances. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose of this bank is to record information used in the grievance process through all levels up to the Public Service Staff Relations Board. **Consistent Uses:** Information contained in this bank is used exclusively to accommodate and, where possible, resolve grievances through all levels in the grievance process, up to referral to the Public Service Staff Relations Board. **Retention and Disposal Standards:** Three years following date of resolution or date of decision by the Public Service Staff Relations Board the records are destroyed. **Bank Number:** PSE 910

Harassment

Description: This bank contains information related to formal and informal complaints of harassment, to the resolution of conflicts, and to workplace assessments. The records include the letters of complaint regarding incidents of harassment; records of interviews both with complainants and alleged harassers; records of interviews with witnesses to incidents; summations of management investigations and analyses of events and records of decisions taken about particular incidents. When mediation is used, profiles and evaluations of the mediators, mediation and settlement agreements, and notes and opinions of the mediators may be included in the file. Such information must be retained as a separate record and not placed on the complainant's Employee Personnel Record. When a disciplinary action results from an investigation, information may be transferred to the Discipline Bank. **Class of Individuals:** Employees of the institution, including contractors and persons hired through temporary help agencies. **Purpose:** The purpose of this bank is to record information necessary for dealing with complaints of personal harassment and with conflicts in the workplace, at the workplace, to make decisions in specific instances on whether or not personal harassment is occurring, and when this is the case to determine the appropriate action, including disciplinary action, to be taken to end a harassment situation. **Consistent Uses:** To support decisions on transfer and discipline of employees and to ensure fairness in the harassment investigation process, information concerning the findings and recommendations resulting from the investigation of a complaint of harassment may be disclosed to the complainant as well as the person(s) against whom the complaint was lodged. Any disciplinary and administrative action taken against the individual as a result of a founded complaint may also be disclosed to the complainant. **Retention and Disposal Standards:** Records are destroyed two years after the most recent administrative activity in relation to an individual case. **Bank Number:** PSE 919

Identification and Building-Pass Cards

Description: This bank contains photographs, identification forms and correspondence related to the issuance of identification and building-pass cards. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose of this bank is to maintain information relating to the issuance of identification and building-pass cards. **Consistent Uses:** To issue identification and building-pass cards. **Retention and Disposal Standards:** Records are destroyed two years after expiry of identification and building-pass cards. **Bank Number:** PSE 917

Occupational Safety and Health

Description: The bank contains accident and occupational injury or illness investigation reports, related correspondence and copies of the supervisor's Accident Investigation Report, which are retained by institutions in the appropriate responsibility centre. First Aid Treatment records are also retained by the institution in accordance with Treasury Board policy. Records, including medical

documents about individuals; claims for compensation; related correspondence and records of monies paid are held by Human Resources Development Canada (HRDC). Records of occupational health evaluations and all personal medical data are retained by the Medical Services Branch, Health Canada under medical confidential status. Records concerning the occurrence, investigation and settlement of vehicle accidents are retained in Standard Bank PSE 908. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose of this bank is to provide documentation for the administration of occupational safety and health programs in government institutions, including accident prevention, health protection and authorization of leave and benefits associated with work-related injury or illness. Safety and health details and causes of accidents/injuries for accident prevention and health protection purposes are also recorded to support the effective administration of each institution's safety and health program. **Consistent Uses:** To support decisions relating to worker's compensation and injury-on-duty leave; to act as a means of preventing injuries and illnesses and subsequent disabilities arising out of, or aggravated by, conditions of work; to establish that individuals subject to certain identified occupational risks are able to continue working without detriment to their health or safety or to that of others; and to establish the conditions under which certain individuals with identified illnesses or disabilities are able to continue to work under controlled conditions. **Retention and Disposal Standards:** Five years for first aid treatment records; ten years for accident and occupational injury or illness investigation reports, including related correspondence and the supervisor's Hazardous Occurrence Investigation Report; thirty years for these reports and correspondence if the incident results from exposure to a hazardous substance. After which the records are destroyed. Records held by HRDC and Health Canada are retained for the periods specified in the relevant bank descriptions. **Bank Number:** PSE 907

Official Languages

Description: This bank contains course enrolment and attendance information; language training applications containing basic personal data, such as first official language, date of birth, and Personal Record Identifier for purposes of identification; language knowledge examination scores; training certificates and correspondence about the official languages qualifications of employees. The bank may also contain duplicate input forms for the Official Languages Information System (OLIS). Language examination, exemption and training records are attached to the Employee Personnel Record. Similar data is also held in Particular Banks of the Public Service Commission and Treasury Board Secretariat. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose of this bank is to provide documentation for administration of official languages policies as they pertain to employees of the federal public service, to document and support decisions pertaining to official languages qualifications and language testing and to document the language training needs and

accomplishments of employees. **Consistent Uses:** To support and document decisions concerning individual employees on staffing, entitlement to bilingual bonus, transfers and promotions; and to aid in determining the linguistic status of employees and auditing of the administration of official language programs. **Retention and Disposal Standards:** Two years after last documentation the records are destroyed. **Bank Number:** PSE 906

Parking

Description: This bank contains permit applications and correspondence about parking of motor vehicles on government-owned or leased property. Records for deductions for payment of parking fees are included in the Pay and Benefits Bank while records of parking violations are maintained by the RCMP or the City of Ottawa. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose of this bank is to maintain information for the administration of parking privileges. **Consistent Uses:** To issue parking permits. **Retention and Disposal Standards:** Records are destroyed two years after the permit expires. **Bank Number:** PSE 914

Pay and Benefits

Description: This bank contains certificates for pay, allowances and deductions, which set out pay and benefit information for each employee, and include the Social Insurance Number as well as correspondence related to the administration of pay and benefits. The bank may also include orders for garnishment, attachment, and diversion of funds. (N.B. Earning and superannuation records are attached to the Employee Personnel Record.) **Class of Individuals:** Employees of the institution. **Purpose:** The purpose of this bank is to provide documentation for the administration of pay and benefits within government institutions and to approve disbursement of salaries and allowances and retention of deductions. The Social Insurance Number is used for purposes of identification and to ensure consistency in administration of pay and benefits. Provision of the SIN is mandatory for this bank, subject to exemption of some individuals under special circumstances. **Consistent Uses:** To enable audit and reconciliation of payroll accounts (e.g. employee remuneration and entitlements), to support the recovery of overpayments and debts owed to the Crown and, where applicable, to enable execution of orders of garnishment, attachment, or diversion of funds in accordance with the Garnishment, Attachment and Pension Diversion Act. **Retention and Disposal Standards:** Records are destroyed two years after expiry of fiscal year, for general pay and deduction documentation and for correspondence, except in instances where there is a need to settle overpayments, to collect debts owed the Crown or to enforce orders of garnishment, attachment or diversion of funds, in which case records are retained until the overpayment is settled, the debt collected or the garnishment, attachment or diversion order is no longer in force. **Bank Number:** PSE 904

Performance Reviews and Employee Appraisals

Description: This bank contains appraisals, reports and correspondence concerning an employee's work performance in terms of skills, abilities, accomplishments and interests. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose of this bank is to maintain information regarding the level of performance on individual employees within government institutions and to determine the level of performance of individual employees, including the identification of training and development needs, approval of performance pay and annual increments, retention of employees, extension of probation and rejection of employees on probation.

Consistent Uses: To support decisions regarding promotions, transfers, demotion, employee assistance, discipline and termination of employment. **Retention and Disposal Standards:** Records are retained for five years for all employees and then destroyed. **Bank Number:** PSE 912

Recognition Policy

Description: The bank includes information on public servants who have been nominated for awards under the federal government's Recognition Policy. Such information may include curricula vitae, narratives in support of meritorious contributions related to their duties or practised suggestions for improvement of public service operations and completed recommendation reports.

Class of Individuals: Public servants who have been nominated for awards under the federal government's Recognition Policy. **Purpose:** To identify individuals who have been nominated for awards under the federal government's Recognition Policy. **Consistent Uses:** The information in this bank is used to establish precedents for awards and to provide an audit trail for the disbursements of funds. **Retention and Disposal Standards:** Operational files are kept for a minimum of two years then destroyed; financial files for six years then destroyed; and precedent setting files for 15 years then destroyed. **Bank Number:** PSE 920

Reliability Checks

Description: This bank contains information gathered by government institutions in conducting reliability checks on individuals working or applying for work with the institution by way of appointment, assignment or contract in accordance with the Security Policy of the Government of Canada. The bank includes certification data of educational and professional qualifications, employment, criminal records and, where required, credit data, as well as other personal information. **Class of Individuals:** Individuals working or applying for work with the federal government by way of appointment, assignment or contract. **Purpose:** To confirm identity and determine whether individuals can be trusted to carry out their tasks reliably and honestly. **Consistent Uses:** To support decisions on transfers, promotions, discipline and termination of employment. **Retention and Disposal Standards:** The information in this bank is destroyed two years after an employee leaves the institution for which the check was done. **Bank Number:** PSE 921

Security Clearances

Description: This bank contains completed personal histories; summaries of Canadian Security Intelligence Service (CSIS) (previously, RCMP Security Service) investigations; fingerprint cards; criminal histories; Social Insurance Number; security briefings and correspondence related to the security clearances of individuals working or applying for work with the federal government by way of appointment, assignment or contract. Notation of level of clearance may be attached to the Employee Personnel Record. Details of CSIS investigations are maintained in a CSIS bank. **Class of Individuals:** Individuals working or applying for work with the federal government by way of appointment, assignment or contract. **Purpose:** The purpose of this bank is to record information pertinent to the determination of the appropriate level of security clearance for individuals working or applying for work with the federal government by way of appointment, assignment or contract whose position requires a security classification; to determine the level of security clearance; and to provide information for the administration of government security measures. In making decisions on levels of clearance, institutions may refer only to the information contained in this bank and not to investigative information contained in the CSIS bank. **Consistent Uses:** To support decisions on transfers, promotions, discipline, and termination of employment. **Retention and Disposal Standards:** Two years after an employee leaves the institution for which the clearance was done, after which the records are destroyed. **Bank Number:** PSE 909

Staffing

Description: The bank contains staffing requests; position descriptions; salary ranges; selection profiles; competition posters; transfer requests; layoff lists; human resources inventory print-outs; candidates' applications; lists of candidates; rating board assessments, including evaluation notes from staffing boards; examination papers and test results; eligibility lists; offers of employment; notices to candidates; notices of right of appeal and appeal documents; and correspondence concerning staffing by various processes, including competitions and human resources inventory searches. Records in the bank contain a variety of personal information which may include age, sex, education level, Social Insurance Number and voluntary self-identification data relating to employment equity. (N.B. Notations of staffing decisions may also appear in the Employee Personnel Record).

Class of Individuals: Employees of the institution. **Purpose:** The bank provides a record of the information used in staffing positions in a government institution. It is also a source of data for employment equity programs and services. **Consistent Uses:** To select candidates, staff positions and process appeals for appointments and promotions. Voluntary self-identification information relating to employment equity programs and services may be linked with data contained in other banks where the securing of this information is consistent with the uses for which the personal information was collected. On request, information may be provided to a participant in a selection action in accordance with the Public Service

Commission (PSC) policy on Disclosure of Information Following a Selection Action to explain the reasons for the selection decision. Access procedures: Competition number, where applicable, should be quoted. **Retention and Disposal Standards:** Records are retained for two years after the eligible list for a staffing action expires, or two years after any other administrative action, at which time the records are destroyed. **Bank Number:** PSE 902

Training and Development

Description: This bank contains personal data including course applications and evaluations; Personal Record Identifier; employment equity target group status; examination results and certificates; records of fee payments; and correspondence related to participation of employees in training and development activities sponsored by the government and operated by private organizations. It should be noted that participation and achievement records are attached to the Employee Personnel Record and that information on an employee's needs for individual development related to performance is contained in the Performance Reviews and Employee Appraisals Bank. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose of this bank is to provide documentation for the administration of training and development programs, including those related to employment equity, within government institutions. **Consistent Uses:** To approve and register the participation of employees in training and development activities and to certify the achievements of employees. To link voluntary self-identification data to information contained in other banks for the purpose of implementing and evaluating government policies relating to employment equity programs. **Retention and Disposal Standards:** Records are destroyed two years after completion of the particular training and development undertaken by an employee. **Bank Number:** PSE 905

Travel and Relocation

Description: This bank contains authorizations, advances, claims, receipts, travel arrangements and itineraries, and correspondence concerning travel, relocation or postings of employees. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose of this bank is to maintain information regarding travel, relocation and postings of government employees. **Consistent Uses:** To administer the travel and relocation functions with respect to their approval as well as posting authorizations, advances and claims. **Retention and Disposal Standards:** Records are destroyed six years following the fiscal year in which the travel or relocation claim was settled. **Bank Number:** PSE 913

Vehicle, Ship, Boat and Aircraft Accidents

Description: This bank contains reports on accidents; claims of damages; legal decisions; settlement transactions and correspondence concerning accidents involving government-owned and leased vehicles, ships, boats and aircraft as well as privately-owned vehicles, ships, boats and aircraft used on official business. Records concerning occupational health and safety, as well as authorization of leave and benefits associated with work-related injury or illness are retained in Standard

Bank PSE 907. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose of this bank is to maintain information regarding vehicle, ship, boat and aircraft accidents involving employees of a government institution. **Consistent Uses:** To determine liability for such accidents and to approve damage settlements. **Retention and Disposal Standards:** Two years after the settlement of individual claims, after which the records are destroyed. **Bank Number:** PSE 908

Workplace Day Care

Description: This standard bank contains information collected from employee surveys conducted by departments for the purpose of estimating employee demand for workplace day care and from workplace day care centre records for evaluating the workplace day care policy. Such information may include employee or user personal data, data on their children, anticipated demand for day care and probability and reasons for enrolling a child in a department-sponsored workplace day care centre. **Class of Individuals:** All federal employees included in Schedule 1, Part 1 of the Public Service Staff Relations Act. **Purpose:** The bank is to be used to determine whether sufficient employer interest and demand exist to merit further consideration (viability study) by the department of the possibility of establishing a workplace day care centre. It will be used to determine the level of ongoing federal rental support for the workplace day care centre. It will also be used for the purposes of evaluating the day care centre policy. **Consistent Uses:** The information in this bank will be used for administrative and statistical purposes associated with the establishment of a day care centre. It will also be used for the evaluation and monitoring of the federal public service workplace day care policy. The information may be disclosed to Treasury Board, the department, an authorized committee of the department, a custodian department and the Board of Directors of the Day Care Centre. Together with the linked information from the files identified below, this information will form the basis for tabulations of the extent and type of employee day care users. **Retention and Disposal Standards:** The retention and disposal period for this bank is yet to be established. **Bank Number:** PSE 930

Agriculture and Agri-Food Canada

Chapter 1

Particular Banks

Departmental and Interdepartmental Assignments

Description: This bank contains information on employees on assignment and/or seeking assignments within and outside the department such as names, curriculum vitae, assignment agreements, approval of agreements. **Class of Individuals:** Employees on assignments with Agriculture and Agri-Food Canada and other Departments. **Purpose:** To monitor and to ensure that all facts on the agreement are respected. **Consistent Uses:** The information is used for information purposes, for statistical purposes and for human resources planning. **Retention and Disposal Standards:** This information is kept for three years after completion of secondment agreement. **PAC Number:** 86-001 **Related to PR#:** AAFC HRB 927 **TBS Registration:** 002699 **Bank Number:** AAFC PPE 821

Employee Personnel Record

Description: This bank provides a summary record of an individual's employment with government institutions. It is maintained for the purpose of facilitating personnel administration. Information about an individual may be used in decisions relating to the areas of: staffing, attendance and leave, pay and benefits, training and development, occupational health and safety, official languages, discipline, and level of security, where information in one area may affect a decision in another area. In the above cases, the information in this bank summarizes and refers to more detailed information in other banks. This information may be used, provided such use is consistent with the main uses of the information, to ensure that personnel actions within government institutions are co-ordinated in the interests of both the individual and the employer. The Employee Personnel Record relating to an employee is under the control of his/her current employing institution and contains information concerning personal characteristics, including age and sex; Personal Record Identifier (PRI); home address; citizenship; education, including transcripts, certificates and diplomas; non-government employment history; career resumes and references; geographical and organization location; appointments, transfers, promotions and demotions; periods of employment, including probationary periods, lay-offs and tenure; classification including position numbers, groups, levels, titles and salaries; superannuation and insurance, including names of beneficiaries, performance appraisals; may include language proficiency, leave and attendance records. Also included, where applicable, is information concerning military service, including periods and areas of service; collective bargaining exclusion, including designation status and bargaining agent identification; professional achievements, including publications, patents and awards; passports and firearm permits related to employment; and termination of employment, including certificates and reasons for termination. The Employee Personnel Record contains summary records of decisions relating to staffing; attendance and leave; pay and

benefits; training and development; decisions concerning compensation and fitness for work; official languages; discipline; and level of security clearance. The major series of information concerning these topics is, however, found in the various other Standard Banks. The Employee Personnel Record may not include the personal information actually used to make decisions in the areas noted above. **Class of Individuals:** Departmental employees. **Purpose:** To provide documentation and authorization of appointments, transfers, promotions, demotions, termination of employment and superannuation. **Consistent Uses:** To authenticate decisions on staffing, attendance and leave; pay and benefits; training and development; occupational health and safety; official languages; discipline; and level of security clearance, as well as verifying employment references. Information is also provided to Public Works Government Services Canada to facilitate payment of salaries; to various provincial health insurance plans; to group insurers, where applicable; to unions for dues check-off purposes and to Health Canada for pension purposes. **Retention and Disposal Standards:** Retained by the current employing institution for the duration of employment plus one year and then transferred to the control of National Archives of Canada. Should the employee move to another government department, the file is transferred as well. The information is destroyed when the individual reaches the age of eighty, or two years after the death of the individual, provided two years have elapsed since the last administrative action concerning the information. For records relating to disciplinary action, the time limit for disposal is that specified in applicable collective agreements or two years following the date of disciplinary action, provided no further disciplinary action has been recorded in the meantime. In cases where a disciplinary action has been rescinded, onus is on the institution to ensure that the documentation of the action concerned is immediately destroyed. Records of individuals, if judged by the National Archivist to be of historical interest or archival value, are retained permanently by the National Archives of Canada. **PAC Number:** 85-001 **Related to PR#:** AAFC HRB 860 **TBS Registration:** 000913 **Bank Number:** AAFC PPE 808

Employment Equity Program

Description: This bank resides within Departmental Human Resources Management System. Information is collected by means of a voluntary questionnaire. Respondents are asked whether they are male, female; whether they are of aboriginal descent; if they have disabilities; and if they are members of a visible minority. Name and Personal Record Identifier (PRI) are used as employee identifiers but are requested on a voluntary basis. **Class of Individuals:** Departmental employees **Purpose:** This bank provides documentation for the implementation of the employment equity policy in government institutions falling under the Public Service Staff Relations Act, Part 1, Schedule 1. Data is collected to provide a comprehensive picture of employees by sex

and by designated group status (e.g. women, Aboriginals, persons with disabilities (physical or mental) and members of visible minority groups). The Personal Record Identifier (PRI) is used for the purpose of identification. Use of the PRI is required mandatory for this bank. **Consistent Uses:** The information gathered will be used for institutional purposes in the government's Employment Equity program to identify and eliminate systemic discrimination in employment and to introduce temporary special measures to ensure that designated groups participate in and are equitably represented and distributed in the Federal Public Service. It may also be used for training, development, policy and planning purposes related to Employment Equity. **Retention and Disposal Standards:** SOS performed on quarterly basis. **PAC Number:** 85-001 **Related to PR#:** AAFC HRB 860 **TBS Registration:** 003648 **Bank Number:** AAFC PPE 818

Executive Group Personnel Record

Description: This bank contains the PRI No., Name, Branch, Group and Level, Status, Status Start Date, Status end date, Region location, sex, language, appointment to level, appointment to position, Potential retirement date, supervisor's name, orientation course, performance appraisals from appointment date at the Executive Group level to present. **Class of Individuals:** Members of the Executive Group in Agriculture and Agri-Food Canada. **Purpose:** To help in the staffing of Executive Group. **Consistent Uses:** To update and maintain staffing information on members of the Executive Group. **Retention and Disposal Standards:** Records are kept for a period of 2 years. **PAC Number:** 86-001 **Related to PR#:** AAFC HRB 860 **TBS Registration:** 002698 **Bank Number:** AAFC PPE 819

Expenditure Accounts – Departmental Employees

Description: This bank contains such records as claims, authorizations, expense reports, receipts, cheque requisitions, advances, correspondence and other supporting documents relating to expenses being reimbursed, fees being paid, claims being settled, and other payments. **Class of Individuals:** Employees of the Department claiming travel, relocation and hospitality expenses; course fees, membership fees; and other payments. **Purpose:** This bank is used for the payment of invoices and claims to employees of the Department claiming travel, relocation and hospitality expenses; course fees; membership fees; and other payments. The Social Insurance Number (SIN) is used for the purpose of identification and to ensure consistency in administration in pay and benefits. Provisions of the SIN is mandatory for this bank, subject to exemption of some individuals under special circumstances. **Consistent Uses:** Records are also used for the issuance of statements of taxable benefits for income tax purposes. **Retention and Disposal Standards:** Records are retained for six years. **PAC Number:** 86-001 **Related to PR#:** AAFC CSB 914 **TBS Registration:** 002285 **Bank Number:** AAFC PPE 817

Financial Management Information System – SATURN

Description: The official financial and material management information system for the department, the Canadian Food Inspection Agency and the Canadian

Pari-Mutuel Agency. Information is classified as to: Responsibility (fund/cost) centre); Authority (fund); Purpose (activity) Project (Internal order) and Object of Expenditure (GL) account. Personal information (i.e. addresses, telephone numbers, age, sex, marital status, country of birth, citizenship, etc.) with the exception of employee name is not captured in Saturn. For persons receiving taxable payments from the department, their Social Insurance Numbers (SIN) are captured and retained in Saturn. **Class of Individuals:** Non Departmental employees. **Purpose:** The SIN is required for inclusion on the Tax Information slip and on the tax information file that the department is required to transmit to Revenue Canada. **Consistent Uses:** Refer to Purpose of the bank. **Retention and Disposal Standards:** Information remains on Saturn and is rolled for year to year. When there is no further activity, the information is removed from the system. **Related to PR#:** AAFC CSB 852 **TBS Registration:** 002945 **Bank Number:** AAFC PPE 805

Garnishment

Description: The purpose of this bank is to provide documentation for garnishment proceedings for the administration of pay and benefits within the Department. **Class of Individuals:** Information is held on employees of the Department of Agriculture and Agri-Food against whom garnishment proceedings have been taken. **Purpose:** To enable execution of orders of garnishment attachment or diversion of funds in accordance with the Garnishment Attachment and Pension Diversion Act. **Consistent Uses:** This bank is also used to approve deductions from salary. **Retention and Disposal Standards:** Files are retained two years after debt is paid. If the employee moves to another department before the debt is paid, the file follows. If the employee moves to another department after the debt is paid, the file remains with the Department of Agriculture and Agri-Food and is destroyed after the two-year period. **PAC Number:** 86-001 **Related to PR#:** AAFC HRB 925 **TBS Registration:** 002048 **Bank Number:** AAFC PPE 807

Managerial Profile

Description: Collection of data on the knowledge factors and identification of the aggregate difference between the management abilities of an individual and the profile. **Class of Individuals:** All employees of Agriculture and Agri-Food Canada occupying positions from EX minus 2 to top of Executive Group. **Purpose:** The purpose of identifying this difference, described above, is to provide managers, at all levels, with greater opportunities to grow, professionally and personally, by focusing their training and development on specific abilities. **Consistent Uses:** Same as for 'Purpose'. **Retention and Disposal Standards:** Minimum retention of 5 years as per authority. **PAC Number:** 86-001 **Related to PR#:** AAFC HRB 860 **TBS Registration:** 002946 **Bank Number:** AAFC PPE 820

Parking

Description: This bank contains permit applications and correspondence regarding parking of motor vehicles on government-owned or -leased property, medical

information used in issuing preferred parking permits to the physically handicapped, and violations. Records for deductions for payment of parking fees are included in the Pay and Benefits Bank. Records of parking violations are maintained by the RCMP. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose of this bank is to maintain information for the administration and control of parking privileges. **Consistent Uses:** The information is also used to issue parking permits and control parking privileges. The departmental Parking Administration System is linked to the Human Resource Information System to keep information current and to update the Parking Administration System on a continuous basis. **Retention and Disposal Standards:** Records are destroyed two years after the permit expires, except for medical information which is retained in the employee's file. **PAC Number:** 85-001 **Related to PR#:** AAFC CSB 913 **TBS Registration:** 002283 **Bank Number:** AAFC PPE 816

Persons with Disabilities: Background Information on Employees for Departmental Advisory Committee

Description: This bank contains personal information on employees such as their name, title, group and level, Branch, address (some will submit both office and home addresses), telephone number; as well, if the employee wishes to stand for nomination to the advisory committee; is interested in having input on topics or issues relating to the committee; is willing to participate on sub-committees or working groups; would like to be kept informed of the activities of the committee; and any personal comments made by the respondents of the form. **Class of Individuals:** The information relates to employees in Agriculture and Agri-Food Canada of all groups and levels and from all regions. **Purpose:** The purposes of the information are to set up a departmental advisory committee and to build a distribution list of individuals interested in issues and topics touching on employing persons with disabilities. **Consistent Uses:** The information is for the use of the committee, the Assistant Deputy Minister of Corporate Services Branch and his/her advisors. **Retention and Disposal Standards:** To be determined **TBS Registration:** 003928 **Bank Number:** AAFC PPE 828

Priority Placement System

Description: The content of the data base consists of 3 different screens. 1) Basic data which comprise of the first and last name of the priority employees priority type, reason for surplus, department, region, directorate, position number, first official language, sex, advisor name and phone number and if the employee has been offered and accepted the Early Retirement Incentive (ERI) or the Early Departure Incentive (EDI). 2) Marketing Fata which contains the start and end date of priority, their mobility, the work location, their availability for work, their second language, results and dates that they were tested their willingness to accept a lower level position, the possible group and level acceptable, the title of their actual position, their skill profile, their education and experience and their home and business telephone numbers. 3) Outcome (Managers cannot access this screen, it can only be accessed by the HRB unit for statistical

purposes.) This screen contains information on employees who have accepted positions, who have resigned from the Public Service, laid-off and entail details such as whether they are salary protected, whether they have been retrained and at what cost. Information on employees paid out benefit such as pay in view, separation benefits, turnkey payments and retention payments. **Class of Individuals:** Priority employees. **Purpose:** To market our employees who have been put on priority for other suitable employment. **Consistent Uses:** There will be no other use of this information. **Retention and Disposal Standards:** Two years after the last administrative use. **PAC Number:** 78-001 **Related to PR#:** AAFC HRB 920 **TBS Registration:** 003320 **Bank Number:** AAFC PPE 800

Reliability Checks

Description: The bank contains such information as Canadian Police Information Centre (CPIC) checks and, if applicable, civil fingerprint forms, investigative reports and criminal records. **Class of Individuals:** Prospective and existing Agriculture and Agri-Food Canada employees who do not have a security clearance, but who require reliability checks because of their ready access to sensitive information or valuable assets. **Purpose:** To help ensure that prospective and existing Agriculture and Agri-Food Canada employees who are subject to the reliability check meet the standards of reliability and trustworthiness required by their duties or tasks. **Consistent Uses:** The records are used to help determine an individual's reliability. Identifying information is disclosed to the RCMP, in order to determine whether individuals have criminal records. **Retention and Disposal Standards:** Records are retained for two years after last administrative use (which is usually upon transfer, promotion or termination of employment) and then destroyed. If notified that a pardon has been granted, the Department destroys the criminal record in question or any reference thereto immediately. **Related to PR#:** AAFC HRB 860 **TBS Registration:** 002099 **Bank Number:** AAFC PPE 813

Request for Transfer File

Description: The bank contains transfer requests from individuals from within Agriculture and outside departments. Records may contain personal résumés. Performance appraisals may also be included. **Class of Individuals:** Employees of Agriculture and Agri-Food Canada and outside departments. **Purpose:** To provide a record of information used in staffing positions in a government institution. **Consistent Uses:** To select possible candidates to staff positions on a transfer basis within Agriculture and Agri-Food Canada. **Retention and Disposal Standards:** Records are kept for a period of 2 years. **PAC Number:** 86-001 **Related to PR#:** AAFC HRB 860 **TBS Registration:** 002701 **Bank Number:** AAFC PPE 822

Research Skills Inventory

Description: The bank contains personal information on employees such as: name, PRI, classification, first official language, professional skills and retirement data. **Class of Individuals:** Research Branch Scientific and Professional

Category employees. **Purpose:** To be used for human resources planning purposes. This inventory serves to establish the Branch's actual scientific and professional population and to forecast the future needs/demand. **Consistent Uses:** To plan future demand for scientific and professional personnel. **Retention and Disposal Standards:** The bank is to be updated annually. Records are kept for a period of five years. **PAC Number:** 86-001 **Related to PR#:** AAFC HRB 921 **TBS Registration:** 002700 **Bank Number:** AAFC PPE 803

Security Clearances

Description: This bank contains completed personal histories; summaries of Canadian Security Intelligence Services (CSIS) previously RCMP Security Services) investigations; fingerprint cards; criminal histories; security briefings and correspondence related to the security clearances of individuals working or applying for work with the federal government by way of appointment, assignment or contract. Notation of level of clearance may be attached to the employee Personnel Record. Details of CSIS investigations are maintained in a CSIS personal information bank. **Class of Individuals:** Individuals working or applying for work with Agriculture and Agri-Food Canada by way of appointment, assignment or contract. **Purpose:** The purpose of this bank is to record information pertinent to the determination of the appropriate level of security clearance for individuals working or applying for work with Agriculture and Agri-Food Canada by way of appointment, assignment or contract whose position requires a security classification; to determine the level of security clearance; and to provide information for the administration of government security measures. In making decisions on levels of clearance, Agriculture and Agri-Food Canada may refer only to the information contained in this bank and not to investigate information contained in the CSIS bank. **Consistent Uses:** To support decisions on transfers, promotions, discipline and termination of employment. The departmental Security Information System is linked to the Human Resources Information System to obtain current information on employees and to update the Security Information System on a continuous basis. **Retention and Disposal Standards:** Two years after an employee leaves Agriculture and Agri-Food Canada after which the records are destroyed. **Related to PR#:** AAFC CSB 852 **TBS Registration:** 002943 **Bank Number:** AAFC PPE 826

Telecommunication

Description: This bank contains all or part of the following information about telecommunication equipment and services installed or available for use at departmental offices including details of long distance calls placed from a departmental telephone, lists of employees assigned government authorization codes allowing access to the Government Intercity Network and the cost associated with the equipment and use of these services. It may include call detail recording information for long distance calls placed from departmental telephones. The information could consist of the originating number or extension, the number dialled, the location dialled, the

date and time the call started and ended, the duration of the call, the route taken and cost. The above information is also available for long distance calls using government authorization codes. Telephone numbers dialled may include any telephone which is accessible locally or through the government intercity network, the commercial long distance service or other dedicated departmental networks. Since many telephone numbers or extensions are identified with specific employees, the call patterns and numbers dialled may reveal information about a specific departmental employee. **Class of Individuals:** Employees of the Department. **Purpose:** This bank is compiled to facilitate telecommunication management. The call detail recording information is collected to provide a basis to calculate and charge the actual cost of services to departmental organizations. It also provides managers of organizational units with information to monitor the use of services and their related costs. **Consistent Uses:** This information is used for day-to-day telecommunication management, allocating actual costs based on utilization of services and to provide information on employees usage of the services to their respective departmental manager. **Retention and Disposal Standards:** These records are retained for two years except for the information on financial transactions is kept for six years. **Related to PR#:** AAFC CSB 852 **TBS Registration:** 003319 **Bank Number:** AAFC PPE 827

Training and Development

Description: This bank within Human Resources Management System contains personal data including course applications and evaluations; personal record Identifier (PRI); records of certificates; records of fee payments; and correspondence related to participation of employees in training and development activities, sponsored both by the government and operated by private organizations. It should be noted that participation and achievement records are attached to the Employee Personnel Record and that information on an employee's needs for individual development related to performance is contained in the Performance Reviews and Employee Appraisals Bank. It also contains applications for personal and professional developmental programs. **Class of Individuals:** Employees of the institution. **Purpose:** To provide documentation for the administration and the application to training and development programs within government institutions. The PRI is used for the purpose of identification and financial administration of training. Provisions of the PRI is mandatory for this bank, subject to exemption of some individuals under special circumstances. **Consistent Uses:** To approve and register the participation of employees in training and development activities and to certify the achievements of employees. **Retention and Disposal Standards:** Records are destroyed two years after completion of the particular training and development undertaken by an employee. **PAC Number:** 85-001 **Related to PR#:** AAFC HRB 927 **TBS Registration:** 000917 **Bank Number:** AAFC PPE 810

Travel and Relocation

Description: This bank contains authorized requests for departmental credit cards and individual credit cards, foreign travel, relocations, advances, claims, travel arrangements and itineraries, information on passports and visas and correspondence concerning travel and relocation of employees. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose of this bank is to obtain authorization at the corporate level (required by policy) regarding credit cards, travel and relocation, and to obtain passports and visas for employees travelling overseas. **Consistent Uses:** The information is also used to administer the travel and relocation functions with respect to their approval and to issue credit cards, passports and visas. **Retention and Disposal Standards:** Records are destroyed six years following the fiscal year in which the travel or relocation claim was settled except for: credit cards, which are retained until the expiry date and passports, which are retained for a minimum of five years. **PAC Number:** 85-001 **Related to PR#:** AAFC CSB 852 **TBS Registration:** 002282 **Bank Number:** AAFC PPE 815

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Pay and Benefits

Performance Reviews and Employee Appraisals

Security Clearances

Vehicle, Ship, Boat and Aircraft Accidents

Atlantic Canada Opportunities Agency

Chapter 2

Particular Banks

Attendance and Leave

Description: This bank contains information on all approved leave requests as well as on monthly attendance reports and notes including physical certificate forms justifying absences. **Class of Individuals:** The information held in this bank relates to the Atlantic Canada Opportunities Agency's (ACOA) employees. **Purpose:** Information is obtained for the administration of employee attendance and leave. It is also used in the verification of absences against leave credits, and of salary payments against attendance reports. It is used to record leave on annual leave report forms as well as to evaluate the use of leave and rates of absenteeism. **Retention and Disposal Standards:** The records are destroyed two years after the end of the fiscal year. **TBS Registration:** 003380 **Bank Number:** ACO PPE 801

Incentive Awards

Description: This bank includes information on public servants who have been nominated for awards under the federal government's Incentive Awards Plan or any other departmental based employee awards programs. Such information may include curriculum vitae, narratives in support of meritorious contributions related to their duties or practical suggestions for improvement of Public Service operations. **Class of Individuals:** Information in this bank relates to all employees of the Public Service

who have been nominated for awards under the Incentive Awards Plan or any other departmental based employee awards program. **Purpose:** The purpose of this bank is to identify individuals who have been nominated for awards under the federal government's Incentive Awards Plan or any other departmental Employee Awards Program. The information in this bank is used to establish precedents for awards and to provide an audit trail for the disbursements of funds. **Retention and Disposal Standards:** Operational files are kept for a minimum of two years then destroyed; financial files for six years then destroyed and precedent setting files for 25 years then destroyed (subject to National Archives approval). **TBS Registration:** 003379 **Bank Number:** ACO PPE 804

Performance Reviews and Employee Appraisals

Description: This bank contains information regarding the performance of individual employees in terms of skills, abilities, and accomplishments. **Class of Individuals:** Files contain copies of annual Performance Reviews and Employee Appraisals reports which contain employee evaluations, summaries of performance reviews, career, training and development objectives. Information relates to all employees of the institution. **Purpose:** This bank is used to determine employees' annual salary rate and to collect statistical data. The bank is also used to determine training and development needs. **Retention and Disposal Standards:** Records are retained for five years for all employees and are then destroyed. **TBS Registration:** 003378 **Bank Number:** ACO PPE 803

Training and Development

Description: This bank contains personal data including course applications and evaluations; social insurance numbers; examination results and certificates; records of fee payments and correspondence related to participation of employees in training activities sponsored by both government and non-government organizations; record of approved courses for employees in annual training plans; departmental training records for in-house courses; information required for central agency reporting purposes including forms (training – expenditure, and training – human resource reports) detailing resources expended (financial and human) in the provision of training; individual records on employees who are on extended education leave, Career Assignment Program (CAP) and other special development programs.

Class of Individuals: This information includes résumés, performance reviews, return of service undertaking agreements, and forms indicating management approval; inventory of training/authorization forms; inventory of CAP participants; inventory of interchange participants; inventory of educational/leave participants; and inventory of professional development leave participants. Information in this bank relates to employees of the Atlantic Canada Opportunities Agency (ACOA) and other public servants who have either attended ACOA courses or who have acted as instructors in ACOA courses. **Purpose:** The purpose of this bank is to provide documentation for the administration of training and development programs within the Agency and to prepare files submitted to human resources committees for approval. The bank is also used by central agencies in the administration of the Training and Development Information System, and development programs. The

bank is also used to register employees on courses and maintain a record of courses taken, to enable follow-up concerning payment as well as to provide management and Treasury Board with information concerning employee training and planned training activities.

Retention and Disposal Standards: Records are destroyed two years after completion of training and development undertaken by the employee. **TBS Registration:** 003381 **Bank Number:** ACO PPE 802

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Conflict of Interest and Post-Employment Code

Employee Assistance

Employee Personnel Record

Grievances

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Pay and Benefits

Reliability Checks

Security Clearance

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Atlantic Pilotage Authority Canada

Chapter 3

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Employee Personnel Record

Occupational Safety and Health

Pay and Benefits

Bank of Canada

Chapter 4

Particular Banks

Access Cards

Description: This bank contains Access Card Authorization forms, names, photo images, security levels, employment status and employee identification numbers for the issuance of access cards, which are used to identify individuals authorized to be present on Bank premises. **Class of Individuals:** Bank of Canada

employees and pensioners; contractors; tenants.

Purpose: The purpose of this bank is to maintain information relating to the issuance of access cards.

Consistent Uses: To issue and control access cards.

Retention and Disposal Standards: These records are kept for a period of two years after an individual leaves the Bank or two years after the last administrative use, then destroyed. **TBS Registration:** 003289 **Bank Number:** BOC PPE 818

Attendance and Leave

Description: This bank contains absence input forms and summary reports which include the employee identification number, leave applications, and correspondence related to attendance and leave. The annual summary of attendance and leave is attached to the Employee Personnel Record. Some attendance and leave information exists in automated form, as modules of institutional personnel databases, especially as time/attendance, leave control and absenteeism systems.

Class of Individuals: Bank of Canada employees.

Purpose: The purpose of this bank is to support the administration of employee attendance and leave.

Consistent Uses: To record attendance and authorize leave, to support decisions on pay and benefits, such as those concerning leave and termination of employment, and to evaluate the use of leave and rates of absenteeism. **Retention and Disposal Standards:** Records are kept for a period of three years, then destroyed. **TBS Registration:** 002211 **Bank Number:** BOC PPE 821

Discipline

Description: This bank contains notices of disciplinary action and correspondence about employee misconduct, testimony by witnesses, legal opinions, investigations of possible misconduct, and analysis reports of these investigations. It is important to note that notices of disciplinary action may be attached to the Employee Personnel Record. **Class of Individuals:** Bank of Canada employees. **Purpose:** The purpose of this bank is to maintain information used in disciplinary actions.

Consistent Uses: To determine the need for and nature of disciplinary actions, and to support decisions on pay and benefits, attendance and leave, transfer, demotion and termination of employment. **Retention and Disposal Standards:** Records are kept for a period of five years following the date of disciplinary action, then destroyed. **TBS Registration:** 002219 **Bank Number:** BOC PPE 836

Employee Health Record

Description: This bank contains occupational health evaluations and all personal medical data including employee assistance records and copies of Workers Compensation reports. **Class of Individuals:** Bank of Canada employees. **Purpose:** The purpose of this bank is to maintain health evaluations on Bank employees, and to provide documentation for the administration of occupational health and certain benefit programs.

Retention and Disposal Standards: Records are kept for a period of 20 years after the employee leaves the Bank, or following the last intervention if this occurs after the employee has left the Bank, and a further 20 years for certain records relating to designated substances or procedures, i.e. audiograms. **TBS Registration:** 002215 **Bank Number:** BOC PPE 830

Employee Personnel Record

Description: Information concerning personal characteristics, including age and sex; employee identification number; home address; citizenship; education, including transcripts, certificates and diplomas; employment history, curricula vitae and

references; geographical and organization location; appointments, transfers, promotions and demotions; periods of employment, including probationary periods, tenure; performance reviews and employee appraisals; classification including position numbers, groups, levels, titles and salaries; superannuation and insurance, including names of beneficiaries. Also included, where applicable, is information concerning military service, including periods and areas of service; and termination of employment, including certificates and reasons for termination. The Employee Personnel Record may contain summary records of decisions relating to staffing, attendance and leave, pay and benefits, training and development, decisions concerning compensation and fitness for work, official languages, discipline, and level of security clearance. The major series of information concerning these topics is, however, found in other personal information banks described in this chapter. The Employee Personnel Record may not include the personal information actually used to make decisions in the areas noted above. Some of the above information exists in a computer-based system in order to generate reports on such topics as training, human resources inventory searches, attendance and leave and other related reports as required. **Class of Individuals:** Bank of Canada employees. **Purpose:** This bank provides a record of an individual's employment and is maintained for the purpose of facilitating personnel administration. Information about an individual may be used in decisions relating to the areas of staffing, attendance and leave, pay and benefits, training and development, occupational health and safety, official languages, discipline, and level of security, where information in one area may affect a decision in another area. In some of the above cases, the information in this bank is a summary which refers to other more detailed information in other banks. This information may be used, provided such use is consistent with the main uses of the information, to ensure that personnel actions are co-ordinated in the interests of both the individual and the employer. **Consistent Uses:** The main use of this bank is to provide documentation and authorization regarding appointments, transfers, promotions, demotions, termination of employment and superannuation. It is also used to authenticate decisions on staffing, attendance and leave; pay and benefits; training and development; occupational health and safety; official languages; discipline; and level of security clearance; as well as to verify employment references. **Retention and Disposal Standards:** After an employee leaves the Bank, the personnel record is kept until the individual reaches the age of seventy, or two years after the death of the individual, provided two years have elapsed since the last administrative action concerning the information. Performance appraisals are kept on an employee's file for a period of five years and then destroyed. **TBS Registration:** 002210 **Bank Number:** BOC PPE 810

Employment Equity Program

Description: This bank contains personal information on employees that is needed to support the Bank's Employment Equity program. This information is collected on a voluntary basis, and respondents are asked to

identify their gender, whether they are an aboriginal person, whether they have a disability, or are a member of a visible minority group. **Class of Individuals:** Regular full-time employees; regular part-time employees; contract and temporary employees of the Bank of Canada. **Purpose:** This information is used for purposes specified in the Employment Equity Act; that is for implementation of the employment equity policy and program. Data are collected to provide a comprehensive picture of Bank staff by designated groups (e.g., women, aboriginal peoples, persons with disabilities and members of visible minority groups). This information may be linked with that in other banks containing employee information using the Employee Number in order to obtain statistical information used in the preparation of the Annual Report to the Minister of Human Resources Development Canada. This data is also used to compare the situation of designated group members with non-designated group members within the Bank and with their counterparts in the general labour market. Self-identification information may also be obtained from the bank on Applications for employment (BOC PPU 035). **Consistent Uses:** The information gathered is used in the delivery of the Bank's Employment Equity program to help create a more representative workforce. It may be used to compile statistical data or for administrative purposes that support measures to ensure that designated groups are equitably represented in the Bank. **Retention and Disposal Standards:** Employment Equity questionnaires are retained for a period of two years after an employee leaves the Bank, then destroyed. When questionnaires are superseded, the previous questionnaires are immediately destroyed. **TBS Registration:** 001942 **Bank Number:** BOC PPE 817

Facility Management Database

Description: This bank contains records of employee names, employee identification numbers, employment status, job levels and access card numbers which are used to support the management of space allocation and related resources. **Class of Individuals:** Bank of Canada employees and contractors. **Purpose:** To assist the Bank in managing space allocation resources. **Consistent Uses:** To allocate space and assets related to space such as furniture, phones, etc. **Retention and Disposal Standards:** Records are kept for a maximum of 6 months after an individual leaves the Bank, then destroyed. **TBS Registration:** 004236 **Bank Number:** BOC PPE 819

Garnishees

Description: This bank contains orders of garnishment and related correspondence. **Class of Individuals:** Bank of Canada employees. **Purpose:** The purpose of this bank is to maintain information concerning orders for garnishment. The social insurance number may or may not be present. If present, it is in some cases authorized under the Income Tax Act and the Family Orders and Agreements Enforcement Assistance Act and Regulations. **Consistent Uses:** To provide for the execution of orders of garnishment. **Retention and Disposal Standards:** Records are kept for a period of six years after the garnishment order is no longer in force,

then destroyed. **TBS Registration:** 000076 **Bank Number:** BOC PPE 822

Grievances

Description: This bank contains presentations by employees, receipt notices and replies by management, testimony by witnesses, legal opinions, investigation and analysis reports, job descriptions required in the grievance process regarding classification; and correspondence about grievances. **Class of Individuals:** Bank of Canada employees. **Purpose:** The purpose of this bank is to record information used in the grievance process. **Consistent Uses:** Information contained in this bank is used exclusively to accommodate and, where possible, to resolve grievances at all levels in the grievance process. **Retention and Disposal Standards:** Records are kept for a period of five years following date of resolution, then destroyed. **TBS Registration:** 002218 **Bank Number:** BOC PPE 835

Occupational Injury

Description: This bank contains accident and occupational injury or illness records, claims for compensation, and related correspondence, including first aid records. Summaries of accident reports are also produced using a microcomputer. **Class of Individuals:** Bank of Canada employees. **Purpose:** To maintain records relating to occupational injuries or illnesses and subsequent disabilities arising out of, or aggravated by, conditions of work. It also provides documentation for the administration of occupational safety and health programs in the Bank of Canada. **Consistent Uses:** To record safety and health details and causes of accidents/injuries in order to assist in accident prevention and health protection. To assure Bank employees receive proper compensation for accidents/injuries. **Retention and Disposal Standards:** First aid records are retained for two years, then destroyed. Accident and occupational injury or illness records are held for 10 years following the date of the occurrence, then destroyed. **TBS Registration:** 002217 **Bank Number:** BOC PPE 831

Official Languages

Description: This bank contains basic personal data such as first official language and the employee identification number for purposes of identification; language knowledge levels; training certificates and correspondence about the official languages qualifications of employees. **Class of Individuals:** Bank of Canada employees. **Purpose:** The purpose of this bank is to provide documentation for administration of official languages policies as they pertain to employees. **Consistent Uses:** To document the language training needs and accomplishments of employees, and to aid in determining the linguistic status of employees and in auditing the administration of official language programs. **Retention and Disposal Standards:** Records are kept for a period of two years after the employee leaves the Bank, then destroyed. **TBS Registration:** 002214 **Bank Number:** BOC PPE 826

Parking

Description: This bank contains permit applications and correspondence about parking of motor vehicles on

public property. Records for deductions for payment of parking fees are included in the Pay and Benefits Bank. **Class of Individuals:** Bank of Canada employees. **Purpose:** The purpose of this bank is to maintain information for the administration of parking privileges. **Consistent Uses:** To maintain a record of parking permits. **Retention and Disposal Standards:** Records are kept for a period of three years after the permit expires, then destroyed. **TBS Registration:** 002236 **Bank Number:** BOC PPE 842

Pay and Benefits

Description: This bank contains certificates for pay, allowances and deductions, which set out pay and benefit information for each employee, including the social insurance number, as well as correspondence related to the administration of pay and benefits. The bank may also include orders for garnishment, attachment, and diversion of funds. Earning and superannuation records are attached to the Employee Personnel Record. Some of the above information exists in a computer-based system in order to generate salaries, pensions, deductions or to adjust an employee payroll/personnel record. **Class of Individuals:** Bank of Canada employees. **Purpose:** The purpose of this bank is to provide documentation for the administration of pay and benefits. The use of the social insurance number is a requirement under the Income Tax Act, the Employment Insurance Act. **Consistent Uses:** To approve the disbursement of salaries and allowances and the retention of deductions. The social insurance number is used for purposes of identification and to ensure consistency in administration of pay and benefits. Provision of the SIN is mandatory for this bank, subject to exemption of some individuals under special circumstances. The bank enables audit and reconciliation of payroll accounts (e.g., employee remuneration and entitlements) and supports the recovery of overpayments and debts owed to the Crown and, where applicable, enables execution of orders of garnishment, attachment, or diversion of funds in accordance with the Garnishment, Attachment and Pension Diversion Act. **Retention and Disposal Standards:** After an employee leaves the Bank, the personnel record is kept until the individual reaches the age of 70, or two years after the death of the individual, provided two years have elapsed since the last administrative action concerning the information. **TBS Registration:** 002212 **Bank Number:** BOC PPE 820

Personal Harassment

Description: This bank contains letters of complaint regarding incidents of harassment; records of interviews with both complainants and alleged harassers; records of interviews with witnesses to incidents; summations of management investigations; and analyses of events and records of decisions taken about particular incidents. Such information must be retained as a separate record and not placed on the complainant's Employee Personnel Record. When a disciplinary action results from an investigation, information will also be filed in the Discipline Bank. **Class of Individuals:** Bank of Canada employees. **Purpose:** The purpose of this bank is to record

information necessary for dealing with complaints of personal harassment at the workplace. **Consistent Uses:** To make decisions in specific instances on whether or not personal harassment is occurring and when this is the case to determine the appropriate action, including disciplinary action, to be taken to end a harassment situation. **Retention and Disposal Standards:** Records are kept for a period of five years following the date of the most recent administrative activity in relation to an individual case, then destroyed. **TBS Registration:** 002237 **Bank Number:** BOC PPE 837

Reliability Checks and Security Clearances

Description: This bank contains employee identification numbers, completed fingerprint forms, results of the Royal Canadian Mounted Police criminal records name checks and/or fingerprinting records checks, credit bureau checks and Access Card Authorization forms. In addition, this bank contains completed Personnel Security Clearance Questionnaires and Personnel Security Assessments, summaries of Canadian Security Intelligence Service records checks and investigations, completed Government of Canada Personnel Screening Request and Authorization forms, and security briefings. Notation of level of security clearance may be attached to the Employee Personnel Record. **Class of Individuals:** Bank of Canada employees; employees of a contracted company; service personnel and construction workers requiring temporary access to buildings. **Purpose:** The purpose of this bank is to maintain reliability check documentation; to record information pertinent to the determination of the appropriate level of security clearance for employees whose position requires a security clearance. **Consistent Uses:** The records are used to help determine an individual's reliability, to determine the level of security clearance and to provide information for the administration of the Bank's security measures. It is also used to support decisions on reliability checks and security clearances, transfers, promotions, discipline and termination of employment. **Retention and Disposal Standards:** Records are kept for a period of two years after an employee leaves the Bank, then destroyed. Contracted company employees' records are kept for two years after the last administrative use, then destroyed. In the case where a criminal record exists, and if notified that a pardon has been granted, the criminal record in question is destroyed immediately. **TBS Registration:** 002216 **Bank Number:** BOC PPE 816

Relocation

Description: This bank contains authorizations, advances, claims, receipts, and correspondence concerning the relocation of employees. **Class of Individuals:** Bank of Canada employees. **Purpose:** The purpose of this bank is to maintain information regarding the relocation of employees. **Consistent Uses:** To administer the relocation functions with respect to their approval, as well as advances and claims. **Retention and Disposal Standards:** Records are kept for a period of seven years following the date of the last transaction, after which they are destroyed. **TBS Registration:** 000074 **Bank Number:** BOC PPE 840

Staffing

Description: The bank contains competition posters which describe the positions available, salary ranges and selection profiles. It includes transfer requests; human resources inventory print-outs; candidates' applications; lists of candidates; interview notes and test results; offers of employment; notices to candidates; and correspondence concerning staffing by various processes, including by competition and human resources inventory searches. Records in the bank contain a variety of personal information which may include education levels and the employee identification number. Notations of staffing decisions may also appear in the Employee Personnel Record. **Class of Individuals:** Bank of Canada employees. **Purpose:** The bank provides a record of the information used in staffing positions. **Consistent Uses:** To select candidates and staff positions. **Retention and Disposal Standards:** Staffing applications are kept for a period of three years after the year in which they are received, then destroyed. **TBS Registration:** 002013 **Bank Number:** BOC PPE 815

Training and Development

Description: This bank contains personal data including sex of the individual, language preference, course applications and evaluations; employee identification numbers; examination results and certificates; records of fee payments; and correspondence related to employee participation in training and development activities, both sponsored by the Bank and operated by other organizations. It should be noted that participation and achievement records are attached to the Employee Personnel Record. Information on an employee's needs for individual development related to performance is mentioned on the Performance Review and Employee Appraisal Form which is in turn attached to the Employee Personnel Record. **Class of Individuals:** Bank of Canada employees. **Purpose:** The purpose of this bank is to provide documentation for the administration of training and development programs. **Consistent Uses:** To approve the participation of employees in training and development activities, to register the employees and to

certify their achievements. **Retention and Disposal Standards:** Records are kept for a period of five years, then destroyed. **TBS Registration:** 002213 **Bank Number:** BOC PPE 825

Training and Development – Development Assignment Programs

Description: This bank contains employee profiles, interview information, details of assignments, assignment proposal forms and agreements, and correspondence related to various development assignment programs. **Class of Individuals:** Bank of Canada employees who have been selected for possible assignments within their own department as well as in other departments of the Bank as well as those who have expressed their intention of participating in one of the programs. **Purpose:** This bank was created to maintain an inventory of employees interested in or selected for possible assignments within the Bank, and to administer the programs. **Consistent Uses:** The information is used to identify interested employees for referral to available assignment opportunities within the Bank. It is also used for statistical, administrative and career planning purposes. **Retention and Disposal Standards:** Records are retained for 2 years after completion of assignments or 2 years of inactivity (no assignments). Selected information on all candidates is computerized and retained for statistical purposes for ten (10) years. **TBS Registration:** 003424 **Bank Number:** BOC PPE 827

Travel

Description: This bank contains advances, claims, receipts, travel arrangements, itineraries and correspondence concerning employee business travel. **Class of Individuals:** Bank of Canada employees. **Purpose:** The purpose of this bank is to maintain information regarding the travelling expenses of employees. **Consistent Uses:** To provide advances and approve claims for business travel expenses. **Retention and Disposal Standards:** Records are kept for a period of seven years, then destroyed. **TBS Registration:** 000075 **Bank Number:** BOC PPE 841

British Columbia Treaty Commission

Chapter 5

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Employee Personnel Record

Performance Reviews and Employee Appraisals

Staffing

Travel and Relocation

Business Development Bank of Canada

Chapter 6

Particular Banks

Discipline

Description: This bank contains notices of disciplinary action and correspondence about employee misconduct, testimony by witnesses, legal opinions, investigations of possible misconduct, and analysis reports of these investigations. It is important to note that notices of disciplinary action may be attached to the Employee Personnel Record. **Class of Individuals:** BDC employees. **Purpose:** The purpose of this bank is to maintain information used in disciplinary actions.

Consistent Uses: To determine the need for and nature of disciplinary actions, and to support decisions on pay and benefits, attendance and leave, transfer, demotion and termination of employment. **Retention and Disposal Standards:** Portions of these records are kept for 6 years then destroyed. Other portions may be transferred to the "Employee Personnel Record" and retention periods for that bank apply. **TBS Registration:** 003923 **Bank Number:** BDBC PPE 820

Employee Assistance Program

Description: This bank contains information pertaining to a voluntary confidential counselling service offered to employees and their dependents. Employees and their dependents requiring counselling contact the consultant directly. The services of the consultant have been retained by BDC for the purpose of providing an Employee Assistance Program to the above mentioned group. Records relating to counselling sessions are maintained with the consultant and not kept at BDC. This is to ensure confidentiality of the program. **Class of Individuals:** BDC employees and their dependents. **Purpose:** The bank allows the consultant to ensure continuity of service to BDC employees and their dependents in order to ensure confidentiality to those requesting these services. **Retention and Disposal Standards:** The information is kept by the consultant until contract termination. **TBS Registration:** 003748 **Bank Number:** BDBC PPE 805

Employee Awards Program

Description: This bank contains information on employees who were nominated for awards under the BDC's former suggestion programs. Data elements include name, employee title, suggestion number, type of suggestion with outline, and whether it was awarded and/or implemented. **Class of Individuals:** BDC employees who have applied under the program. **Purpose:** The purpose of this bank was to identify individuals who have made suggestions and to provide a record of the evaluation of the suggestion. **Consistent Uses:** The computer system was used to control the processing of suggestions and the giving of awards, when appropriate. **Retention and Disposal**

Standards: File is active for a 2 year period. If the suggestion is not acted upon within 2 years, the file is deemed inactive and records are retained for a further 3 years then destroyed. **TBS Registration:** 003922 **Bank Number:** BDBC PPE 815

Employment Equity Survey

Description: This bank contains information on self-identification with regard to sex, race, ethnic origin and disabilities. **Class of Individuals:** Permanent full-time employees; permanent part-time employees; and temporary employees. **Purpose:** The purpose of this bank is to implement an employment equity program and to prepare workforce analysis reports which are to be submitted to Human Resources Development, Canada. Data are collected to provide a comprehensive picture of employees by designated-group status (e.g. women, aboriginal people, persons with disabilities and persons belonging to a visible minority). **Consistent Uses:** The information gathered will be used for institutional purposes in the employment equity program to identify and eliminate systemic discrimination, and to introduce special measures (e.g. training, accommodations) to ensure that persons in designated groups are equitably represented. It may also be used for policy and planning purposes. **Retention and Disposal Standards:** These records will be retained for a period of at least five years after the year in respect of which a report is made. **TBS Registration:** 003752 **Bank Number:** BDBC PPE 801

Pay and Benefits

Description: This bank contains certificates for pay, allowances and deductions, which set out pay and benefit information for each employee, and include the social insurance number as well as correspondence related to the administration of pay and benefits. The bank may also include orders for garnishment, attachment, and diversion of funds. (N.B. Earning and superannuation records are attached to the Employee Personnel Record.) **Class of Individuals:** Employees of the BDC. **Purpose:** The purpose of this bank is to provide documentation for the administration of pay and benefits within the BDC and to approve disbursement of salaries and allowances and retention of deductions. The social insurance number is used for purposes of identification and to ensure consistency in administration of pay and benefits. Provision of the SIN is mandatory for this bank, subject to exemption of some individuals under special circumstances. **Consistent Uses:** To enable audit and reconciliation of payroll accounts (e.g. employee remuneration and entitlements), to support the recovery of overpayments and debts owed to the Crown and, where applicable, to enable execution of orders of garnishment, attachment, or diversion of funds in accordance with the relevant legislation. **Retention and**

Disposal Standards: Records are retained by BDC for the duration of employment plus one year. They are then merged with the corresponding Employee Personnel Record file and transferred to the control of National Archives of Canada and follow the same retention and disposal standards as the Employee Personnel Record standard file. Exception to this procedure occurs however in instances where there is a need to settle overpayments, to collect debts owed to the Crown or to enforce orders of garnishment, attachment or diversion of funds, in which case records are retained until the overpayment is settled, the debt collected or the garnishment, attachment or diversion order is no longer in force. **TBS Registration:** 003751 **Bank Number:** BDBC PPE 810

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Employee Personnel Record

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Performance Reviews and Employee Appraisals

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Canada Council for the Arts

Chapter 7

Particular Banks

Conflicts of Interest

Description: This bank contains voluntary disclosures by employees concerning potential conflict of interest situations and investigation reports and correspondence about potential and actual employee conflicts between the private interests or holdings of employees and their official duties. **Class of Individuals:** Employees of the Council. **Purpose:** The purpose of this bank is to maintain information about potential and actual conflict of interest situations, to record potential conflicts of interest and to register solutions to resolve actual conflicts of interest. **Consistent Uses:** To support decisions on transfers, discipline and termination of employment. **Retention and Disposal Standards:** These files are kept 2 years after the last administrative action. **TBS Registration:** 003780 **Bank Number:** CAC PPE 805

Employee General Record

Description: This bank contains personal characteristics including age, sex, social insurance number, marital status, home address and telephone number, and correspondence related to engagement and termination, pay and allowances, deductions and benefits, superannuation, attendance and leave and physicians certificates associated with sick leave. **Class of Individuals:** The information relates to current and former employees. **Purpose:** The purpose of this bank is to provide documentation and authorization of engagement, termination and superannuation; attendance and leave; disbursement of salary and allowances and retention of deductions. The social insurance number is used for purposes of identification and to ensure consistency in the administration of pay and benefits. **Consistent Uses:**

This bank is also used to authenticate decisions on engagement and termination; attendance and leave; pay, allowances and benefits; superannuation; and to enable audit and reconciliation of payroll accounts. **Retention and Disposal Standards:** These records are destroyed at age 80 provided two years have elapsed since the last administrative action on file. Records are retained for the duration of employment plus one year and then transferred to the control of the National Personnel Records Centre. **TBS Registration:** 003781 **Bank Number:** CAC PPE 810

Employment Equity Program

Description: The bank contains personal information on employees such as education, work history and career aspirations, and training and development, which is collected by means of questionnaires and/or interviews or compiled from employees' files or automated data systems. The information is collected on a voluntary basis, and respondents are asked to identify whether they are male or female, whether they are an aboriginal person, and whether they have a disability or are a member of a visible minority group. An employee number may be used to identify employees in instances where government institutions are not able to employ an anonymous questionnaire, as well as when these identifiers are required to locate employee records. **Class of Individuals:** Employees of the institution. **Purpose:** This bank provides documentation for the implementation of the employment equity policy. Data are collected to provide a comprehensive picture of employees by sex and by target group status (e.g. women, aboriginal peoples, persons with disabilities and members of visible minority groups). This information is used to compile a personnel profile of employees and to compare the

situation of target group members with non-target group members within a government institution and with their counterparts in the general labour market. The employee number may be used to link information in this bank that in another bank containing employee information (e.g., the Personnel Management Information System) in order to obtain statistical information, where the securing of such information would be consistent with the uses for which the personal information was collected. **Consistent Uses:** The council may collect data for statistical purposes, for purposes relating to individuals, or for both. Personal data are released to the Employment Equity Target Group Data Bank (TBS TBS 706) for statistical purposes only. The information gathered will be used for institutional purposes in the government's employment equity program to identify and eliminate systemic discrimination in employment and to introduce temporary special measures to ensure that target groups participate in and are equitably represented in the federal public service. It may also be used for policy and planning purposes related to employment equity. **Retention and Disposal Standards:** The disposal criteria for this bank are to be established. **TBS Registration:** 003782 **Bank Number:** CAC PPE 815

Performance File

Description: This bank contains appraisals, reports and correspondence concerning an employee's work performance in terms of skills, abilities, accomplishments and interests. It also contains course applications and evaluations; letters of recommendation; notices of disciplinary action and correspondence about employee misconduct; investigations of possible misconduct and analysis reports of these investigations. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose of this bank is to maintain information regarding

the level of performance on individual employees within government institutions and to determine the level of performance of individual employees, including the identification of training and development needs, approval of performance pay and annual increments, retention of employees, extension of probation and rejection of employees on probation. **Consistent Uses:** To support decisions regarding promotions, transfers, demotion, employee assistance, discipline and termination of employment. **Retention and Disposal Standards:** Records are retained for the duration of employment plus one year for all employees and then transferred to the control of the National Personnel Records Centre. Information concerning disciplinary actions are removed after two years, provided that there has been no further disciplinary action. **TBS Registration:** 003783 **Bank Number:** CAC PPE 820

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Discipline

Grievances

Parking

Pay and Benefits

Staffing

Training and Development

Travel and Relocation

Canada Customs and Revenue Agency

Chapter 8

Particular Banks

Activity Management and Costing Data Bank

Description: Data contained in this bank pertains to weekly activities performed by each employee and includes data (in terms of time and cost) by activity, organization/operating budget, and project/case, plus non-compliance and unreported time/production reports. **Class of Individuals:** Individuals identified in this bank are all employees of Canada Customs and Revenue Agency, as well as staff members who have been engaged under personal service contracts. **Purpose:** The purpose of this information bank is to maintain production utilization data, in terms of time and cost, on all continuing departmental employees as well as term/casual employees and staff members who have been engaged under personal service contracts. This bank is used to provide managers and management information systems with information regarding production time and cost of departmental employees and contract staff through a series of reports.

An individual report containing one staff member's activities for the current fiscal year to date can be produced on request. Access will not be permitted without adequate proof of identification and/or authority. **Retention and Disposal Standards:** Records in this bank are maintained for two years. **TBS Registration:** 003544 **Bank Number:** CCRA PPE 811

Canada Customs and Revenue Agency Employee Classification Audit Report Files

Description: This bank contains information concerning all completed classification audits. This includes a record of interviews with employees whose positions were audited, findings of the audit, recommendations for corrective action and summary of final audit interview with management. Access will not be permitted without adequate proof of identification and/or the necessary authorization. **Class of Individuals:** Canada Customs and Revenue Agency employees. **Purpose:** The purpose of the bank is to provide a record of all classification

audits completed. **Consistent Uses:** It also provides management with required information on positions audited within the last two years. **Retention and Disposal Standards:** Records in this bank are maintained for a period of two years after completion of an audit. **Related to PR#:** RC MSB 918 **TBS Registration:** 002025 **Bank Number:** CCRA PPE 802

Canada Customs and Revenue Agency Leave and Overtime Reporting System

Description: Data contained in this bank pertain to occurrences of leave, overtime, shiftwork and standby, by individual employee by fiscal year. Individuals identified in this bank are all employees of the CCRA Agency with the exception of terms under three months. **Class of Individuals:** Employees of the Agency. **Purpose:** The purpose of this information bank is to maintain detailed leave, overtime, and shiftwork data on all continuing departmental employees, as well as term employees over three months, of tax services offices and headquarters. The bank is used to provide line managers with information regarding employees, in respect to overtime worked, and leave balances. It is also used to accumulate data for tape transmission to Public Works and Government Services Canada to meet Treasury Board requirements. An individual report, containing detailed information of leave and overtime activity, is available to individual employees on a scheduled basis. This report is also available on request. Access will not be permitted without adequate proof of identification and/or authority. **Retention and Disposal Standards:** Current year plus two. **TBS Registration:** 003543 **Bank Number:** CCRA PPE 804

Canada Customs and Revenue Agency Operations and Staff Matters Bank

Description: This information bank relates to the investigation of Canada Customs and Revenue Agency employees emanating from allegations of fraud, defalcation, bribe, breaches of trust, misuse of the Agency's electronic networks, or misconduct. Access will not be permitted without adequate proof of identification and/or the necessary authorization. **Class of Individuals:** Employees of the Canada Customs and Revenue Agency who are, or have been under investigation for fraud, defalcation, bribe breaches of trust, misuse of the Agency's electronic networks or misconduct, and members of the general public interviewed in the course of such investigations. **Purpose:** The information is compiled to carry out investigations of such employees. **Retention and Disposal Standards:** Records in this bank are retained for five years after the case is closed. **TBS Registration:** 002026 **Bank Number:** CCRA PPE 803

Employee Use of Material Card

Description: This bank consists of written agreements and cards maintained to record the issuance of material, particularly equipment to agency employees for use of government premises. **Class of Individuals:** Employees of the Canada Customs and Revenue Agency. **Purpose:** To track and maintain the location of material when being utilized off government premises. **Retention and**

Disposal Standards: Files are retained for two years after return of equipment. **PAC Number:** 78-001 **TBS Registration:** 001764 **Bank Number:** CCRA PPE 806

Internal Investigations

Description: This bank contains investigative reports and correspondence between officials of the Canada Customs and Revenue Agency with respect to whether an allegation against an employee is founded or not founded. **Class of Individuals:** Current or former employees of the Canada Customs and Revenue Agency and members of the general public interviewed in the course of such investigations. **Purpose:** The purpose of this bank is to record all information concerning any alleged or suspected violation of Canada Customs and Revenue Agency legislation, or of other laws, which could adversely affect the interests of the Agency. The bank also contains notes of interviews with members of the general public interviewed in the course of such investigation. This information is used to determine an appropriate course of action, including recovery of moneys owed to the Crown, disciplinary action against individuals or prosecution against individuals and to comply with the Financial Administration Act, the Treasury Board Policy on Losses of Money and Offences and Other Illegal Acts Against the Crown, and the Canada Customs and Revenue Agency Policy on Terms and Conditions of Employment. **Consistent Uses:** Information contained in this bank may be provided to the Royal Canadian Mounted Police, Enforcement or Investigation Agencies prescribed by other related laws and to the Department of Justice. **Retention and Disposal Standards:** Files are maintained for five years after the case is closed. **TBS Registration:** 000004 **Bank Number:** CCRA PPE 813

Managerial and Confidential Exclusions

Description: Information in this bank includes the criteria on which the position is excluded, position number and title, organizational location, bargaining unit identification, effective date of the exclusion status of the position, the employee name, employee group and level, the effective date of the termination of union dues checkoff. The information with respect to the termination of union dues checkoff is attached to the employee personnel record. **Class of Individuals:** Employees of the CCRA occupying or have occupied a managerial or confidential excluded position. **Purpose:** The purpose of this bank is to maintain a complete listing of all managerial or confidential excluded positions in the Department. It is the only official record of such positions. **Retention and Disposal Standards:** Information is retained until the position is de-excluded. **PAC Number:** 86-001 **TBS Registration:** 000003 **Bank Number:** CCRA PPE 812

Public Key Infrastructure (PKI) Internal Identification

Description: As per the CCRA Certificate Authority Internal Certificate Policy (CCRA CA CP – Internal), the identify of individuals employed by the CCRA must be verified prior to issuance of PKI certificates enabling secure online transactions. The information may be collected in paper or electronic format and may include protected information such as employee name, PRI or

date of birth. Information collected for identification and authentication purposes includes the employee's PRI which is hashed and included in the X.500 directory in order to uniquely identify the employee. Class of Individuals: Employees, contractors, organisational roles, and applications within CCRA. Purpose: PKI certificates will be used to enable telecommuting capabilities and secure email for all CCRA employees. Consistent Uses: The information gathered prior to the issuance of PKI certificates is for identification and authentication purposes only. **Retention and Disposal Standards:** All records containing sensitive plaintext information are stored in accordance with the Government Security Policy (GSP). CCRA correspondence (Subscribers' Agreements and any identification and authentication information) and reports are archived for a minimum of six (6) years. All records are considered Protected B and destroyed as per guidelines. **TBS Registration:** 004487 **Bank Number:** CCRA PPE 818

Recognition Program

Description: The bank includes information about CCRA's Recognition Program. A new approach for recognition was approved on October 15, 1998. This new program is a result of a proposal recommending the redesign of the two programs in Canada Customs and Revenue Agency (Recognition and Rewards in Customs and Excise and Innovation and Excellence in Taxation). The information may include the name of the employee; a synopsis of the achievements; the employee group, level and work location; and award. **Class of Individuals:** Agency employees who have been nominated for a local regional or branch award, a CCRA Award of Excellence, a Minister's Award or an External Award. **Purpose:** To assist in the administration of Recognition Program. **Consistent Uses:** Some local offices use the bank for local record keeping. Some records are maintained on file nationally. **Retention and Disposal Standards:** Local files should be kept for a period of 5 years then closed and destroyed; any file of a precedent setting nature must be transferred to Information Management Section; financial records should be kept for 5 years then destroyed. **Note:** This bank was formerly entitled Innovation and Excellence. **TBS Registration:** 003212 **Bank Number:** CCRA PPE 810

Students' records of the Customs Inspector Recruit Training Program (C.I.R.T.P)

Description: The data bank includes biographical information prepared by the student, exams completed by the students and the results. The file may occasionally include manuscript notes pertaining to performance or behavior of the student while at the College. Course titles and dates of the particular training are to be quoted for access to information. **Class of Individuals:** Employees of Customs and Excise who are current or former students on the Customs and Excise Inspector Recruit Training Program. **Purpose:** The purpose of this bank is to maintain up-to-date the evolution of the student on this pass/fail training program. Also, this bank is to maintain records for reference purposes to evaluate performance and to assist in career planning and future work

assignments. **Retention and Disposal Standards:** Records are retained for two (2) years after completion of the particular training. **PAC Number:** 86-001 **TBS Registration:** 000002 **Bank Number:** CCRA PPE 801

Supervisory In-Basket Exercise Results System

Description: Information in the bank includes Supervisory In-Basket Exercise results, date of test, last name, first name and initials, social insurance number or personal record identifier, sex, date of birth, home address, work and home telephone numbers, number of years of service, education, membership in designated employment equity groups and group and level of the candidates. **Class of Individuals:** Records in this bank apply to only those individuals who have written the Supervisory In-Basket Exercise for a staffing competition. Access will not be permitted without adequate proof of identification and/or authority. **Purpose:** This information bank was established to provide the Research and Development Section of the Human Resources Branch with a method of controlling the retest period, applying test results from one competition to another, analyzing test results and allowing for collection of follow-up data for research purposes. **Retention and Disposal Standards:** Records are retained indefinitely since test results may be valid indefinitely. Test results may have to be disclosed for appeal purposes. **TBS Registration:** 003211 **Bank Number:** CCRA PPE 807

Word Processing Equipment Training Reports

Description: This bank relates to the training of departmental employees on word processing software and contains comments by the trainer, and a copy of the letter to the trainee's supervisor regarding the results of the training. Access will not be permitted without adequate proof of identification and/or the necessary authorization. **Class of Individuals:** Employees of Canada Customs and Revenue Agency. **Purpose:** This bank is used to provide a history of employees' training on word processing software. **Retention and Disposal Standards:** Records in the bank are retained for five years. **TBS Registration:** 002027 **Bank Number:** CCRA PPE 805

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Reliability Checks

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Canada Deposit Insurance Corporation

Chapter 9

Particular Banks

Conflict of Interest

Description: This bank contains voluntary disclosures by employees concerning potential conflict of interest situations and investigation reports and correspondence about potential and actual employee conflicts between the private interests or holdings of employees and their official duties. **Class of Individuals:** Employees of the Corporation. **Purpose:** The purpose of this bank is to maintain information about potential and actual conflict of interest situations, to record potential conflicts of interest and to register solutions to resolve actual conflicts of interest. **Consistent Uses:** To support decisions on transfers, discipline and termination of employment. **Retention and Disposal Standards:** These files are kept 2 years after the last administrative action. **TBS Registration:** 002296 **Bank Number:** CDI PPE 805

Employee Access to Premises

Description: Access cards are issued to CDIC employees and contract workers to permit them access to the premises. This bank is a data base which contains the date and the time that holders of the access cards enter and exit locked doors on CDIC premises. **Class of Individuals:** Employees of the Canada Deposit Insurance Corporation and other individuals who are given access rights to CDIC premises. **Purpose:** While it is a function of the electronic door security system to record this information, the information is not used to monitor staff movement and is considered to be of little value. **Retention and Disposal Standards:** In the Ottawa office, where the security system is controlled by CDIC, this information is deleted from the data base every six months. In the Toronto office, where the security system is controlled by the landlord, the data is deleted after five years. **TBS Registration:** 003708 **Bank Number:** CDI PPE 806

Employee Personnel Record

Description: This bank contains personal characteristics including age, sex, social insurance number, marital status, home address and telephone number, and correspondence related to engagement and termination, performance reviews and employee appraisals, pay and allowances, deductions and benefits, superannuation, attendance and leave and physicians' certificates

associated with sick leave. **Class of Individuals:** The information relates to current and former employees. **Purpose:** The purpose of this bank is to provide documentation and authorization of engagement, termination and superannuation; attendance and leave; disbursement of salary and allowances and retention of deductions. The social insurance number is used for purposes of identification and to ensure consistency in the administration of pay and benefits. **Consistent Uses:** This bank is also used to authenticate decisions on engagement and termination; attendance and leave; pay, allowances and benefits; superannuation; and to enable audit and reconciliation of payroll accounts. **Retention and Disposal Standards:** These records are destroyed at age 80 provided two years have elapsed since the last administrative action on file. Records are retained for the duration of employment plus one year and then transferred to the control of the National Personnel Records Centre. **TBS Registration:** 003652 **Bank Number:** CDI PPE 801

Staffing

Description: This bank contains staffing requests; position descriptions; salary ranges; selection profiles; candidates' applications; lists of candidates; rating board assessments including evaluation notes from staffing boards; examination papers and test results; offers of employment; notices to candidates and correspondence concerning staffing by various processes including human resources inventory searches. Records in the bank contain a variety of personal information such as age, sex, education levels and social insurance numbers. **Class of Individuals:** Employee applicants. **Purpose:** The purpose of this bank is to select candidates and fill staff positions. **Retention and Disposal Standards:** These files are kept two years after the last administrative action. **TBS Registration:** 002293 **Bank Number:** CDI PPE 802

Training and Development

Description: This bank contains personal data including course applications and evaluations; examination results and certificates; records of fee payments; and correspondence related to participation of employees in training and development activities both sponsored by the government and operated by non-government organizations which may require the use of the social

insurance number. It should be noted that participation and achievement records and information on an employee's needs for individual development related to performance is contained in the Employee Personnel File. **Class of Individuals:** Current and former employees. **Purpose:** The purpose of this bank is to approve and register the participation of employees in training and development activities and to certify the achievements of employees. **Consistent Uses:** To support decisions on pay and benefits, attendance and leave, transfers, promotions and performance appraisals. **Retention and Disposal Standards:** These files are kept for 2 years after the last administrative action. **TBS Registration:** 002295 **Bank Number:** CDI PPE 804

Travel and Relocation

Description: This bank contains authorizations, advances, claims, receipts, travel arrangements and itineraries; and correspondence concerning travel, relocation or postings of employees. **Class of Individuals:** Employees of the Corporation. **Purpose:** The purpose of this bank is to maintain information regarding travel, relocation and postings of employees. **Consistent Uses:** To administer the travel and relocation functions with respect to their approval; and to post authorizations, advances and claims. **Retention and Disposal Standards:** These files are kept for 8 fiscal years. **TBS Registration:** 002294 **Bank Number:** CDI PPE 803

Canada Economic Development for Quebec Regions

Chapter 10

Particular Banks

Assignment Program

Description: This bank may contain résumés, appraisals, assignment agreements, references, interview information, referral results, employee requests for assignment forms and general correspondence. **Class of Individuals:** Federal government and CED's employees who have requested a department assignment. **Purpose:** The information will be used to maintain an inventory of employees interested in an assignment or vacancy and to register the agreements. **Retention and Disposal Standards:** Records are retained for a period of two years after completion of an assignment. **TBS Registration:** 003888 **Bank Number:** CED PPE 815

Interdepartmental Secondment

Description: This bank contains information on employees on secondment assignment from other departments such as names, curriculum vitae, secondment agreements, approval of agreements. **Class of Individuals:** Employees on secondments with CED and other Departments. **Purpose:** To monitor and to ensure that all facts on the agreement are respected. **Retention and Disposal Standards:** This information is kept for three years after completion on secondment agreement. **TBS Registration:** 003223 **Bank Number:** CED PPE 805

Request for Transfer File

Description: The bank contains transfer requests from individuals from within CED and outside departments. Records may contain personal résumés which may include age, sex, education levels and social insurance number. Performance appraisals may also be included. **Class of Individuals:** Employees of CED and outside departments. **Purpose:** To provide a record of information used in staffing positions in a government institution. **Retention and Disposal Standards:** Records are kept for a period of two years after which they are destroyed. **TBS Registration:** 003224 **Bank Number:** CED PPE 810

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Employee Personal Record

Employment Equity Program

Grievances

Harassment

Occupational Safety and Health

Official Languages

Pay and Benefits

Performance Reviews and Employee Appraisals

Staffing

Training and Development

Canada Industrial Relations Board

Chapter 11

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Employee Personnel Record

Employment Equity Program

Grievances

Harrassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Security Clearances

Staffing

Training and Development

Travel and Relocation

Canada Information Office

Chapter 12

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Employee Personnel Record

Canada Lands Company Limited

Chapter 13

NOTE: Information concerning the employees of the Canada Lands Company Limited is held by Public Works and Government Services Canada.

Canada Mortgage and Housing Corporation

Chapter 14

Particular Banks

CMHC Pension Plan

Description: The bank contains proofs of prior service; pension election forms; pension observations and correspondence concerning pensions. Records are accessible by providing employee number and full name.

Class of Individuals: CMHC employees and pensioners.

Purpose: The purpose of this file is to determine the CMHC pension benefits for its contributing employees. This information may be used for statistical research

purposes and for planning, implementing and evaluating CMHC policies, relating to pensions and CMHC benefits.

Consistent Uses: Pursuant to the Income Tax Act, documentation supporting pension entitlements, including the social insurance number is provided to the federal Office of the Superintendent of Financial Institutions Canada and to the Department of National Revenue (Taxation) for bank RCT PPU 005 Individual Income Tax Return. Information is also provided from time to time to federal departments or agencies in cases of employee transfers or to employers with whom CMHC has

reciprocal transfer agreements. **Retention and Disposal Standards:** Records are retained for two years after the member and dependents are deceased, and the records are then forwarded to National Archives of Canada. **TBS Registration:** 003134 **Bank Number:** CMH PPE 845

Conflict of Interest

Description: This bank contains voluntary disclosures by employees concerning potential conflict of interest situations, investigation reports and correspondence about potential and actual employee conflicts between the private interests or holdings of employees and their official duties. **Class of Individuals:** CMHC employees. **Purpose:** The purpose of this bank is to maintain information about potential and actual conflict of interest situations for employees of a government institution, to record potential conflicts of interest and to resolve actual conflicts of interest. **Consistent Uses:** To support decisions on transfers, discipline and termination of employment. **Retention and Disposal Standards:** Seven years after potential conflict of interest no longer exists or actual conflict of interest has been resolved, at which time the records are destroyed. **PAC Number:** 85-001 **TBS Registration:** 000097 **Bank Number:** CMH PPE 808

Employee Assistance Program

Description: This bank contains information pertaining to a voluntary confidential counselling service offered to CMHC employees, retirees and their dependents. Employees, their dependents and retirees requiring counselling contact the consultant directly. The services of the consultant have been retained by CMHC for the purpose of providing an Employee Assistance Program to the above mentioned group. Records relating to counselling sessions are maintained with the consultant and not kept at CMHC. This is to ensure confidentiality of the program. **Class of Individuals:** CMHC employees, their dependents and retirees. **Purpose:** The bank allows the consultant to ensure continuity of service. **Consistent Uses:** The consultant undertakes a systematic evaluation of the EAP and provides statistical reports to CMHC in a format that ensures the confidentiality of the individuals who have used the service. **Retention and Disposal Standards:** The information is kept by the consultant until contract termination. Upon termination, and in order to protect the confidentiality of the process, a mutually agreed upon third party reviews the information and makes recommendations as to its disposal. **TBS Registration:** 003135 **Bank Number:** CMH PPE 850

Employee Medical Files (1977 to 31/12/97)

Description: This bank maintains the medical record of employees and general medical information about family members. **Class of Individuals:** CMHC employees and family members. **Purpose:** This bank contains records of all Health Centre consultations including emergency treatments, return to work visits, counselling and referral examinations. **Consistent Uses:** To provide employees access to their medical records through the Access to Information and Privacy Office. **Retention and Disposal Standards:** Since 1977, the records are retained until the individual reaches the age of 70 or two years after the death of the individual provided two years have elapsed

since the last administrative action concerning the information. **TBS Registration:** 001937 **Bank Number:** CMH PPE 802

Employee Personal Record

Description: This bank contains a record of an individual's employment with CMHC. It is maintained for the purpose of facilitating personnel administration. Information about an individual may be used in decisions relating to the areas of: staffing, attendance and leave, pay and benefits, training and development, occupational health and safety, official languages. The Employee Personnel Record relating to an employee is under the control of CMHC and contains information concerning personal characteristics, including age and sex; social insurance number; home address; citizenship; education; including transcripts, certificates and diplomas; previous employment history; career résumés and references; geographical and organization location; appointments, transfers, promotions and demotions; periods of employment, including probationary periods, layoffs and tenure; employee performance and appraisals; classification, including position numbers, groups, levels, titles and salaries; superannuation and insurance, including names of beneficiaries. Also included where applicable is information concerning military service, including periods and areas of service; collective bargaining designation status and bargaining agent identification; professional achievements, including publications, patents and awards; termination of employment, including certificates and reasons for termination. The Employee Personnel Record contains records of decisions relating to staffing; attendance and leave; pay and benefits; training and development; decisions concerning compensation and fitness for work; official languages; discipline; and level of security clearance. **Class of Individuals:** CMHC employees. **Purpose:** To authenticate decisions on staffing, attendance and leave; pay and benefits; training and development; occupational health and safety; official languages; discipline; and level of security clearance, as well as to verify employment references. Information is also provided to various provincial health insurance plans; to group insurers, where applicable; to unions for dues check-off purposes. **Consistent Uses:** To provide documentation and authorization of appointments, transfers, promotions, demotions, pension fund and termination of employment. Information is also provided from time to time to federal departments or agencies in cases of employee transfers and with employers with whom CMHC has reciprocal transfer agreements (pension). **Retention and Disposal Standards:** Retained by CMHC for the duration of employment plus one year, and then transferred to the control of National Archives. The information is destroyed when the individual reaches the age of 70, or two years after the death of the individual, provided two years have elapsed since the last administrative action concerning the information. Employee Performance Evaluations are retained for five years. For records relating to disciplinary action, the time limit for disposal is three years following the date of disciplinary action, provided no further disciplinary action has been

recorded in the meantime. **PAC Number:** 85-001 **TBS Registration:** 002991 **Bank Number:** CMH PPE 815

Employment Equity Program

Description: This bank contains information on designated group employees. Respondents are asked to identify, by means of a questionnaire, whether they are of Native origin, if they have a continuing or permanent disability, or form part of a visible minority group. **Class of Individuals:** Employees of the Corporation. **Purpose:** This bank provides documentation for the implementation of the Employment Equity Act. Data are collected to provide a comprehensive picture of employees by designated group status (women, aboriginal peoples, visible minorities and people with disabilities). This information is used to compile a personnel profile of employees and to compare the situation of designated group members with non-designated group members within CMHC and with their counterparts in the general labour market. The employee number may be used to link information in this bank with that in another bank containing employee information (e.g. the Human Resources Information System) in order to obtain statistical information, where the securing of such information would be consistent with the uses for which the personal information was collected. **Consistent Uses:** The information gathered will be used for institutional purposes in the Corporation's Employment Equity Program to identify and eliminate systemic discrimination in employment and to introduce temporary special measures to ensure designated group participation and equitable representation. It is used to prepare CMHC's Annual Reports to Human Resources Development Canada and the CMHC internal employment equity monitoring report. It may also be used for policy and planning purposes related to employment equity. **Retention and Disposal Standards:** Records are destroyed two years after the employee leaves the Corporation. **PAC Number:** 85-001 **TBS Registration:** 002198 **Bank Number:** CMH PPE 809

Familycare Assistance

Description: This bank contains information pertaining to a voluntary confidential information, resources and support service offered to CMHC employees and their immediate family members. The employee/family members requiring information, resources and support contact the consultant directly. The services of the consultant have been retained by CMHC to provide the Familycare Assistance Program. Records relating to the nature of inquiries received are maintained with the consultant. These files are not held at CMHC in order to guarantee confidentiality. **Class of Individuals:** CMHC employees and their immediate family members. **Purpose:** The bank allows the consultant to ensure continuity of service to employees and to their family members. **Consistent Uses:** The consultant undertakes a systematic evaluation of the Familycare Assistance Program and provides statistical reports to CMHC in a format that ensures the confidentiality of the individuals who have requested information. **Retention and Disposal Standards:** The information is kept by the consultant until contract termination. Upon termination, a

mutually agreed upon third party will review the information and make recommendations as to its disposal. **TBS Registration:** 003653 **Bank Number:** CMH PPE 860

Grievances

Description: This bank contains presentations by unionized employees and bargaining unit representatives; receipt notices and replies by management; testimony by witnesses; legal opinions; investigation and analysis reports; and correspondence about grievances. **Class of Individuals:** Unionized CMHC employees. **Purpose:** The purpose of this bank is to record information used in all levels of the grievance process. **Consistent Uses:** The purpose of this bank is to record information used in the grievance process. Information contained in this bank is used exclusively to accommodate and, where possible, resolve grievances through all levels in the grievance process. **Retention and Disposal Standards:** Three years following date of resolution, the records are destroyed. **PAC Number:** 85-001 **TBS Registration:** 002992 **Bank Number:** CMH PPE 820

Harassment (including discrimination and sexual harassment)

Description: This bank contains letters of complaint regarding incidents of harassment; records of interviews both with complainants and alleged harassers; records of interviews with witnesses; summations of investigations and analyses of events, as well as records of decisions taken regarding particular incidents. Such information must be retained as a separate file and not placed on the manpower files of parties involved. The results of an investigation which result in the application of disciplinary action will be transferred to the Discipline Bank. **Class of Individuals:** CMHC employees. **Purpose:** The purpose of this bank is to record information necessary for dealing with harassment complaints in the workplace and to make decisions in specific instances, more specifically on whether or not harassment is occurring, and when this is the case, to determine the appropriate action to take. **Consistent Uses:** To support decisions on transfer and discipline of employees. **Retention and Disposal Standards:** Records are destroyed three years after the most recent administrative activity in relation to an individual case. **PAC Number:** 85-001 **TBS Registration:** 002994 **Bank Number:** CMH PPE 830

Identification and Building-Pass Cards

Description: This bank could contain photographs, identification forms and correspondence related to the issuance of identification and building-pass cards. **Class of Individuals:** Employees of the Corporation and contractors/consultants. **Purpose:** The purpose of this bank is to maintain information relating to the issuance of identification and building-pass cards. **Consistent Uses:** To issue identification and building-pass cards. **Retention and Disposal Standards:** Records are destroyed three years after an individual has left the Corporation. **PAC Number:** 85-001 **TBS Registration:** 002199 **Bank Number:** CMH PPE 810

Internal Appeals and Employee Complaint Files

Description: This bank records and provides information on internal appeals and employee complaints to outside agencies such as the Canadian Human Rights Commission, Human Resources Development Canada – Labour Program and the Commissioner of Official Languages. **Class of Individuals:** Employees who have used the internal appeal system or an external complaint process. **Purpose:** The purpose of this bank is to provide information gathered in the course of an internal appeal hearing, the investigation of an external complaint and to maintain a precedent file. **Retention and Disposal Standards:** Records are retained for three years from the date of the decision. **TBS Registration:** 001938 **Bank Number:** CMH PPE 804

Investigation Files

Description: This bank records reports of complaints and irregularities in relation to criminal or security matters. It contains records of investigations, interview notes, reports and any subsequent redress action. **Class of Individuals:** Employees and the general public. **Purpose:** The purpose of this bank is to investigate and determine the veracity of alleged criminal or statutory offences against the Corporation or by an employee. **Consistent Uses:** In the case of a criminal investigation, records are made available to the RCMP or other recognized Police Force. **Retention and Disposal Standards:** Records are retained for three years after the last administrative activity in relation to an individual case. **TBS Registration:** 001939 **Bank Number:** CMH PPE 806

Official Languages

Description: This bank might contain course enrolment and attendance information; language training applications containing first official language; language knowledge examination levels; training certificates and correspondence about the official languages qualifications of employees. Language examination, exemption and training records may be attached to the Employee Personnel Record. **Class of Individuals:** CMHC employees. **Purpose:** The purpose of this bank is to provide documentation for administration of official languages policies as they pertain to employees of CMHC, to document and support decisions pertaining to official languages qualifications and language testing and to document the language training needs and accomplishments of employees. **Consistent Uses:** To support and document decisions concerning individual employees on staffing, transfers and promotions; and to aid in determining the linguistic status of employees and auditing of the administration of official language programs. **Retention and Disposal Standards:** For language test results, the retention period should be increased from 2 to 5 years, with a one-year dormant period; for language designation of positions, a 3-year retention and a 5-year dormant period; and for language training attendance records, a 3-year retention period, after which they can be destroyed. **PAC Number:** 85-001 **TBS Registration:** 002993 **Bank Number:** CMH PPE 825

Pay and Benefits

Description: This bank contains certificates for pay, allowances and deductions, which set out pay and benefit information for each employee, and include the social insurance number as well as correspondence

related to the administration of pay and benefits. The bank may also include orders for garnishment, attachment, and diversion of funds. (N.B. Earning and CMHC Pension Plan records are also attached to the Employee Personnel Record). **Class of Individuals:** Employees and pensioners of CMHC. **Purpose:** The purpose of this bank is to provide documentation for the administration of pay and benefits within government institutions and to approve disbursement of salaries and allowances and retention of deductions. The social insurance number is used for purposes of identification and to ensure consistency in administration of pay and benefits. Provision of the SIN is mandatory for this bank, subject to exemption of some individuals under special circumstances. **Consistent Uses:** To enable audit and reconciliation of payroll accounts (e.g. employee remuneration and entitlements), to support the recovery of overpayments and debts owed to the Crown and, where applicable, to enable execution of orders of garnishment, attachment, or diversion of funds in accordance with the Garnishment, Attachment and Pension Diversion Act. **Retention and Disposal Standards:** Records are sent to National Archives of Canada two years after expiry of fiscal year where they are kept for four years, for general pay and deduction documentation and for correspondence, except in instances where there is a need to settle overpayments, to collect debts owed the Crown or to enforce orders of garnishment, attachment or diversion of funds, in which case records are retained until the overpayment is settled, the debt collected or the garnishment, attachment or diversion order is no longer in force. **TBS Registration:** 003133 **Bank Number:** CMH PPE 840

Staffing

Description: The bank contains staffing requests; position descriptions; salary ranges; selection profiles; competition posters; transfer requests; layoff lists; human resources inventory printouts; candidates' applications; lists of candidates; rating board assessments, including evaluation notes from staffing boards; examination papers and test results; eligibility lists; offers of employment; notices to candidates; and correspondence concerning staffing by various processes, including competitions and human resources inventory searches. Records in the bank contain a variety of personal information which may include age, sex, education level, social insurance number and voluntary self-identification data relating to employment equity. (N.B. Notations of staffing decisions may also appear in the Employee Personnel Record). **Class of Individuals:** Internal and external applicants. **Purpose:** The bank provides a record of the information used in staffing positions. It is also a source of data for employment equity programs and services. **Consistent Uses:** To select candidates and staff positions. Voluntary self-identification information relating to employment equity programs and services may be linked with data contained in other banks where the securing of this information is consistent with the uses for which the personal information was collected. On request, information may be provided to a participant in a selection action. Access procedures: Competition number, where applicable, should be quoted. **Retention and Disposal Standards:** Records are retained for two years after the eligible list for a staffing action expires, or two years after any other

administrative action, at which time the records are destroyed. **PAC Number:** 85-001 **TBS Registration:** 002995 **Bank Number:** CMH PPE 835

Insured/Non-insured Claims

Description: This bank contains reports on accidents; claims of damages; legal decisions; settlement transactions and correspondence concerning accidents involving government-owned and leased vehicles, as well as privately-owned and leased vehicles, used on official business on reported accidents, as well as liability, employee fraud, property damage and mortgage impairment claims. **Class of Individuals:** CMHC Employees and the general public. **Purpose:** The purpose of this bank is to maintain information regarding accidents and claims involving CMHC employees and the general public. **Consistent Uses:** To determine liability for such accidents and claims, to approve damage settlements and provide statistics to meet

insurance company's reporting requirements. **Retention and Disposal Standards:** The records are retained active for five years and dormant indefinitely. **TBS Registration:** 003295 **Bank Number:** CMH PPE 855

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Discipline

Parking

Reliability Checks

Security Clearances

Training and Development

Travel and Relocation

Canada-Newfoundland Offshore Petroleum Board

Chapter 15

Particular Banks

Employee Personnel Records

Description: This bank is under the control of the Human Resources Section. It provides a summary record of an individual's employment with the Canada-Newfoundland Offshore Petroleum Board. The data include appointment certificates, performance assessments, attendance, leave and overtime records, letters of recommendation, curricula vitae, development and training courses, medical and dental insurance claim information, pension information and other personnel and organizational documents. The bank contains records of all individuals in the Canada-Newfoundland Offshore Petroleum Board's employment. Records of former employees are

transferred to a dormant file following termination of employment. Employees and former employees may gain access to their records by contacting the Human Resources Section. **Class of Individuals:** Employees of the Board. **Purpose:** To provide a summary record of the individual's employment with the Canada-Newfoundland Offshore Petroleum Board. **Retention and Disposal Standards:** Following termination, records of former employees are transferred to a dormant file. The information is destroyed when the individual reaches the age of 70, or two years after the death of the individual, provided two years have elapsed since the last administrative action. **TBS Registration:** 002309 **Bank Number:** CNP PPE 801

Canada-Nova Scotia Offshore Petroleum Board

Chapter 16

Particular Banks

Employee Personnel Records

Description: This bank contains information on employees and former employees of the Board relating to their employment with the Board. Information may be included on an employee's age, sex, citizenship, home address, phone number, education, employment history, references, performance assessments, appointments, transfers, promotions and demotions, periods of employment, attendance, leave and overtime records, training and development courses taken, salary, superannuation, insurance (including names of

beneficiaries), disciplinary actions, and similar information related to employment. The bank contains records of all Board employees. Records of former employees are transferred to a dormant file following termination of employment. Employees and former employees may gain access to their records by contacting the Manager, Administration, Industrial Benefits and Legal. **Class of Individuals:** Employees and former employees of the Board. **Purpose:** To provide a record of information on employees and former employees relating to their employment with the Board. **Consistent Uses:** Information may be used for purposes of employment references or group insurance. **Retention and Disposal**

Standards: The records of former employees are transferred to a dormant file following their termination of employment with the Board. The information in an individual's file is destroyed when the individual reaches

the age of 70, or two years after the death of the individual, provided at least two years have elapsed since the last administrative action. **TBS Registration:** 003314 **Bank Number:** NS PPE 805

Canada Post Corporation

Chapter 17

Particular Banks

Access Control Systems

Description: This bank contains identification card applications, temporary pass applications, photographs, visitor registers and occasional incident reports as well as related correspondence. Limited information exists in automated form. The Card Access/Alarm System may also produce reports for incident investigation purposes and statistical analysis. Individuals seeking access to this bank should specify employment location and dates.

Class of Individuals: Canada Post employees who have authorized access to Corporation facilities.

Purpose: The purpose of this bank is to control access to certain facilities, to provide for the security of Canada Post employees and property and anything in the course of post. **Consistent Uses:** The records in it are used to issue and cancel identification cards or building passes, and to maintain building security. **Retention and Disposal Standards:** The records are retained for two years after expiry of the cards and are then destroyed. Visitor logs are retained one year. **TBS Registration:** 001364 **Bank Number:** CPC PPE 823

Accounts Payable

Description: This bank contains such records as claims, authorizations, expense reports, receipts, cheque requisitions, advances, deposit instructions, correspondence and other supporting documents relating to expenses being reimbursed, fees being paid, claims being settled and other payments. Records of transactions also exist in automated form in the Accounts Payable System. (Note that payment and related records pertaining to permanent transfers and relocations are stored in Relocation, CPC PPE 816.) Individuals seeking access to this bank should specify whether they are an employee, contractor or claimant and provide details of the payment such as location, type and dates. **Class of Individuals:** Canada Post employees claiming travel and hospitality expenses, education course fees, isolation allowances and membership fees, or receiving rewards, ex gratia and other sundry payments. **Purpose:** To support the payment of financial benefits to employees. **Consistent Uses:** The records in it are used to help correct situations that have led to financial losses within Canada Post, both in terms of recovering funds and preventing future losses. **Retention and Disposal Standards:** Records are retained for six fiscal years after last administrative action, such as the recovery or write-off of the debt or loss. Disposal of related records in the above-noted information banks is governed by the

retention schedule for those banks. **PAC Number:** 88-007 **TBS Registration:** 001361 **Bank Number:** CPC PPE 820

Conflict of Interest

Description: This bank contains records on conflict of interest and, on occasion, confidential financial and outside activity reports, reports on investigations into potential or actual conflict incidents and related correspondence. Individuals seeking access to this bank should specify name, position, title and employment location and dates. **Class of Individuals:** Existing and recently terminated Canada Post employees who are involved in potential or actual conflicts of interest.

Purpose: The purpose of this bank is to support the implementation of the conflict of interest policy.

Consistent Uses: The records are used to help determine whether a conflict of interest exists and, if so, to support decisions on transfer, discipline or termination of employment. **Retention and Disposal Standards:** Records are retained two years after the year of the conflict or after the potential conflict ceases to exist, or after the year of separation, then destroyed. **PAC Number:** 86-001 **TBS Registration:** 002156 **Bank Number:** CPC PPE 814

Corporate Correspondence

Description: This bank contains letters addressed or referred to the Minister, Chairman, President, other executives of Canada Post Corporation, and divisional Customer Service offices, background material compiled in the preparation of responses, and the responses. Certain information, such as the incoming letter, draft and final replies and an index, exists in automated form in the Corporate Correspondence System. Individuals seeking access to this bank should specify the name and postal code pertinent to the previous enquiry. (Note that stamp suggestions may also be stored in Stamp Subjects and Designer References, CPC PPU 025.) **Class of Individuals:** Current or recently terminated employees who addressed letters to the Minister, Members of Parliament, other elected officials or to the Chairman, President or other executives of Canada Post. The records may contain personal information on other employees, where they are the subject of the enquiry. **Purpose:** The purpose of this bank is to support the preparation of responses to Ministerial, Chairman and Presidential, and general corporate enquiries pertaining to the operations and administration of Canada Post Corporation. **Consistent Uses:** The records are used to support the correspondence system, to monitor the preparation of responses; for reference purposes when

subsequent or similar enquiries are received; for subsequent mailings, when new developments warrant a follow-up letter to correspondents who have expressed an interest in particular subjects; and, to identify trends or patterns. **Retention and Disposal Standards:** Draft replies stored in automated form are deleted when the correspondence is signed. Paper records and the automated index are retained for seven years after the year of the response and then destroyed and deleted, respectively. Disposal of records retained in the subject files of organizational units drafting responses is governed by the retention schedules for those files. **PAC Number:** 88-007 **TBS Registration:** 002077 **Bank Number:** CPC PPE 826

Employee Assistance

Description: This bank contains a very limited amount of information as, due to the confidential nature of the program, cases are handled through personal intervention. Case management records may exist in both hard copy and automated form. Note that, as a matter of policy, records on medical problems, performance deficiencies and absenteeism are not stored in the Employee Assistance bank (see Employee Health Record, CPC PPE 840; Human Resource Information System, CPC PPE 804; and Payroll, Benefits and Attendance, CPC PPE 815 respectively). Similarly, employee assistance information is not stored in any other personal information bank, with the exception of payment records (see Accounts Payable, CPC PPE 820). Individuals seeking access to records that may exist on them in this bank are encouraged to deal directly with the person consulted for assistance. Individuals seeking formal access under the Privacy Act should specify union affiliation, employment duties and location, and dates as well as the name of the Employee Assistance Program referral agent used. **Class of Individuals:** A case is initiated when an employee requests assistance from an employee assistance referral agent or coordinator, or calls the 1- 800 in-take line. **Purpose:** Employee Assistance is a voluntary program for Canada Post employees experiencing personal or work-related problems that may be resolved through professional care. **Consistent Uses:** Where information exists, it is used to support meaningful assistance and follow-up to employees, such as counselling and, where the employee agrees, medical evaluations, professional help and rehabilitation programs; to assist in the development of preventative education and training programs, based on the incidence of certain problems; and for program evaluation purposes (for example, some referral agents keep statistical summaries; all personal information is rendered anonymous). Note that referral agents do not diagnose cases and that no personal information is disclosed by referral agents to third parties without the expressed consent of the individual to whom it relates. **Retention and Disposal Standards:** Case management records are retained for a minimum two-year period. If financial assistance has been provided, records are kept six years after the fiscal year in which the assistance was provided. **TBS Registration:** 001354 **Bank Number:** CPC PPE 811

Employee Career File

Description: This bank contains performance appraisals (for management, exempt and certain other employees),

staffing transactions, letters of offer, probation progress reviews, career resumes and references, diplomas, training certificates, testing results, official languages knowledge examination papers, letters of discipline, letters of appreciation, documented time and attendance problems, employee profiles, human resources inventory forms, career development forms and other information such as employee number, job title, location, position number and official language status. **Class of Individuals:** All current or recently terminated Canada Post Corporation employees. **Purpose:** To support the development of an employee's career. **Consistent Uses:** The records are used: in support of such personnel functions as organizational design, staffing, human resource planning and development, performance evaluations, training, labour relations, promotions, transfers, demotions and terminations; to conduct disciplinary or problem attendance interviews; and, to facilitate the supervision of employees (supervisors contribute and do have access to data on those employees reporting to them, as well as on those being considered for a position within their work unit).

Retention and Disposal Standards: Records are retained for 10 years after termination of employment from CPC and then destroyed. Performance appraisals are retained for 10 years after year of completion, subject to related provisions of collective agreements. **TBS Registration:** 003546 **Bank Number:** CPC PPE 808

Employee Health Record

Description: This bank contains all recorded case information generated, acquired, or used in the provision of Occupational Health and Rehabilitation Services to Canada Post employees, including first aid treatment if given by the Occupational Health Nurse; certification documents containing confidential medical information; occupational fitness assessments; medical reports; consent for release of information; correspondence with physicians; employee health progress notes; correspondence related to acquisition of medical information; functional abilities assessments; work hardening plans; vocational rehabilitation consultants' reports; physical demands analyses; special medical reports concerning exposure to occupational hazards; records and correspondence regarding referrals and results. Certain non-occupational medical information may also exist on file, for example, fitness and lifestyle evaluations, or information on non work-related medical conditions. Certain information may exist in automated form. There may be case review committee records stored separately. **Class of Individuals:** Canada Post employees who have had: injuries and accidents on duty; long-term certified sickness absence; used the Occupational Health Service; or, whose physician(s) has sent information to the Service. **Purpose:** To support Occupational Health and Rehabilitation programs. **Consistent Uses:** The records are used for case management purposes; to assist employees in dealing with Occupational Health and Rehabilitation concerns in order to encourage early recovery from given conditions via meaningful intervention, health education and counselling; to support benefit entitlements related to work-related injuries and illnesses (physician's certificates

with no confidential medical information are attached to Payroll, Benefits and Attendance, CPC PPE 815); to assist employees who are subject to certain occupational risks or with identified illnesses or disabilities to be able to continue to work and to provide health promotion programs which emphasize healthy lifestyle activities. The records also facilitate the study and correction of workplace conditions that contribute to illness and injury, such as the development of preventive programs based on the incidence of certain illnesses and injuries. Composite information may be used in epidemiological studies.

Retention and Disposal Standards: Records are retained for a period of 100 years after termination from CPC. **TBS Registration:** 003158 **Bank Number:** CPC PPE 840

Employee Involvement Program

Description: This bank contains such records as job titles, reports on cost-saving measures, evaluation reports and recognition granted (including cash awards). Limited personal information also exists in computerized form in the Employee Involvement Program (E.I.P.) system. Data elements include name, social insurance number, employee classification, suggestion number and subject. The Social Insurance Number will continue to be used as an employee identifier until such time as it can be replaced by a CPC employee numbering system. Individuals seeking access to this bank should specify the suggestion number, date and location. **Class of Individuals:** Canada Post employees who have submitted suggestions. (Note that safe driving awards are stored in Fleet Management, CPC PPE 825, and that payment records regarding awards are stored in Accounts Payable, CPC PPE 820). **Purpose:** The purpose of this bank is to support the Employee Involvement Program. **Consistent Uses:** The records are used to promote, help identify and recognize valuable suggestions made by Canada Post employees. (Notices regarding awards may be permanently attached to the Employee Personal File, CPC PPE 802, and/or to the Human Resource Information System, CPC PPE 804). Lists of suggestions are distributed to managers for possible application in their respective areas of responsibility. The computer system is used to control the processing of suggestions and the giving of awards, when appropriate. Limited personal information about award winners may be disclosed to the general public via poster displays, the news media and the Corporation's publications. **Retention and Disposal Standards:** Records are retained for seven years after the fiscal year of last administrative use and then destroyed. **PAC Number:** 91-020 **TBS Registration:** 001351 **Bank Number:** CPC PPE 807

Employee Personal File

Description: This bank contains letters of offer, staffing transaction reports, rates of pay and entitlements, terms and conditions of employment for management and exempt employees, previous employment history, performance and acting pay, official language status, disciplinary records, as well as summaries and notations regarding more detailed records described in certain other employee information banks. Certain records on employees also exist in automated form. Where

applicable, the Employee Personal File also includes notices of disciplinary action and related correspondence. Summaries of other employee records stored in the Employee Personal File include: Staffing and Employment, CPC PPE 801; Human Resource Information System, CPC PPE 804; Employee Career File, CPC PPE 808; Payroll, Benefits and Attendance, CPC PPE 815; and, where applicable, Training, CPC PPE 805; Relocation, CPC PPE 816; Employee Involvement, CPC PPE 807; Fleet Management, CPC PPE 825; Security Clearances, CPC PPE 821; Reliability Checks, CPC PPE 822; Employee Health Record, CPC PPE 840; and, Workers' Compensation Board Claims, CPC PPE 845. Depending on the size and functions of the Canada Post office or facility, certain of the above categories of records may be stored in distinct records systems. Separate bank descriptions allow for distinct records systems, where necessary, and also facilitate selective access by employees to their files. The records are combined when the administrative need arises (for example, upon transfer or termination). Note that certain records on Canada Post employees are stored apart from the Employee Personal File as a matter of policy, for example, detailed occupational health and safety and security clearance information, as well as Grievances and Arbitrations, Employee Assistance, Human Rights, Employment Equity, Special Services and Conflict of Interest (CPC PPE 821, 840, 813, 811, 809, 810, 812 and 814, respectively); and that managers may retain indices and duplicate administrative records concerning staff over which they exercise line or functional control. Individuals seeking access to this bank should specify position title and employment location and dates. Note that the above-identified bank descriptions covering specific categories of records facilitate more selective access. **Class of Individuals:** All existing and recently terminated Canada Post employees. **Purpose:** The purpose of this bank is to support the compensation and benefits function, to facilitate co-ordination among a variety of personnel functions, and to retain records of enduring value related to each. **Consistent Uses:** The records are used to ensure appropriate salaries, deductions and contributions (see also Payroll, Benefits and Attendance, CPC PPE 815) and to provide authorized benefits and counselling related thereto; to support and authenticate decisions relating to appointments, transfers, awards, promotions, discipline, demotions, termination of employment and superannuation; to facilitate and co-ordinate among certain personnel functions, namely compensation and benefits, human resource planning and development, executive development, training, relocation, employee involvement, fleet management, occupational health, safety and environment, and security clearances; for research purposes (e.g., salary and benefits level comparisons with other firms in the industry, career management, organization improvement, applied personnel research); and to verify employment references. Certain information is disclosed to third parties, as detailed in the above-referenced personal information bank descriptions (notably Payroll and Attendance). In addition, some information is disclosed to unions relating

to new members or change of employment status.

Retention and Disposal Standards: Records are retained for the duration of employment with Canada Post. (Notices of disciplinary action are retained in accordance with collective agreements and garnishment records are retained for two years after settlement and then destroyed). Two years after year of separation, records are transferred to National Archives of Canada and destroyed when the employee reaches the age of eighty (provided two years have elapsed since last administrative use). If the records are judged by the National Archivist to be of historical/archival value, they are retained permanently. **PAC Number:** 88-007 **TBS Registration:** 001346 **Bank Number:** CPC PPE 802

Employment Equity

Description: This bank contains hardcopy and computerized Employment Equity data about employees including such characteristics as sex, race and disability. This bank also contains the employees identification number. Individuals seeking access to this bank should provide their full name and work location. **Class of Individuals:** Employees who have responded to the Employment Equity self-identification questionnaire. The information obtained by the questionnaire is segregated by designated groups: women, visible minorities, persons with disabilities and aboriginal peoples. **Purpose:** The purpose of this bank is to develop a database to support the Corporation's Employment Equity program, to help ensure the equitable representation of designated groups in Canada Post and to meet the reporting requirements of the Employment Equity Act. **Consistent Uses:** The records are used to compile profiles of employee groups and to compare the situation of designated group members with non-designated group members within the Corporation and the general labour market. The statistical data is used to determine designated groups' representation by geographical location, salary and group within Canada Post and, where underrepresented, to identify appropriate policy and programs to rectify the situation. The Employment Equity data is also utilized on a yearly basis to provide the Annual Report to Human Resources Development Canada. **Retention and Disposal Standards:** Paper records are retained for three years after their use to compile reports to Parliament. A retention schedule for the electronic records is under development. **PAC Number:** 88-007 **TBS Registration:** 001353 **Bank Number:** CPC PPE 810

Financial Accountability Cases

Description: This bank includes such information as job titles, work locations, occasional credit reports, investigation reports on losses, statements by persons involved, legal advice concerning disposition of cases, the decisions of the committees and follow-up information (for example, concerning collection, payment, prosecution, garnishment, other legal proceedings). (Note that legal documents are stored in Employee Personal File, CPC PPE 802 and/or Payroll, Benefits and Attendance, CPC PPE 815 and Legal Affairs, CPC PPE 827). **Class of Individuals:** Canada Post employees involved in actual or suspected losses of financial assets. **Purpose:** The purpose of this bank is to support

committees on financial accountability, which review financial losses incurred by the Corporation, and to facilitate the collection of accounts due to the Corporation. **Consistent Uses:** The records in the bank are used to help correct situations that have led to financial losses within Canada Post, both in terms of recovering funds and preventing future losses. **Retention and Disposal Standards:** Records are retained for six fiscal years after the year of recovery or write-off of the debt or loss. Disposal of related records in the above-noted information banks is governed by the retention schedule for those banks. **PAC Number:** 88-007 **TBS Registration:** 001763 **Bank Number:** CPC PPE 818

Fleet Management

Description: This bank contains such records as vehicle operator declarations, information supporting provincial and Canada Post Corporation Operators' permits, factual statements regarding medical restrictions on driving vehicles, safe driving awards, accident histories and reports, preventability assessments, training undertaken and copies of claims for damages, settlement transactions and other correspondence about accidents involving Corporation-owned and leased motor vehicles. Certain information exists in automated form. (Note that the greater proportion of records on motor vehicle accidents involving claims are stored in Risk Management Claims, CPC PPE 819). Individuals seeking access to this bank should specify CPC vehicle operator permit number and, if applicable, such accident details as location and date. **Class of Individuals:** Drivers of Canada Post vehicles. **Purpose:** The purpose of this bank is to support the efficient and safe use of vehicles. **Consistent Uses:** Consistent uses for the records are to validate provincial and Canada Post Corporation permits and maintain a record thereof; to help determine liability for and the preventability of motor vehicle accidents and to help reach damage settlements with third parties; to grant safe driver awards; and to identify and provide for training needs and other preventative measures. (Notations concerning training undertaken and preventability assessments may be attached to the Employee Personal File, CPC PPE 802). Identifying information is provided to provincial transportation departments with the full knowledge of the individual concerned, to obtain driving records (for example, demerit points, license suspensions). **Retention and Disposal Standards:** Vehicle operator histories (which include a summary of training taken) are retained for two years after an individual ceases to be a Canada Post employee and then destroyed. Test scores are retained in accordance with the requirements of various collective agreements, but for a minimum of two years. Accident reports, preventability assessments and copies of claims settlement records are retained for six years after last administrative use. **PAC Number:** 88-007 **TBS Registration:** 002011 **Bank Number:** CPC PPE 825

Government Relations

Description: This bank contains records of telephone or written enquiries from Ministerial staff, Members of Parliament, Senators or other elected officials pertaining to Canada Post and its operating programs or on behalf

of constituents. It also contains letters addressed or referred to the Minister, Chairman, President, other executives of Canada Post or Customer Service offices referred to Government Relations for advice or response; background material compiled in the preparation of responses, and the responses themselves. Certain information, such as an index of in-coming letters exists in automated form. Other information includes correspondence and documentation pertaining to the organization of Canada Post and operational programs for the purposes of briefing the Minister and elected officials, case files, House of Commons petitions and Order Paper questions. (Related records may be found in Corporate Correspondence, CPC PPE 826). Individuals seeking access to this bank should specify names, dates, locations and subject matter, as this information is not retrievable by personal identifier. **Class of Individuals:** Employees, where they are the subject of the enquiry. **Purpose:** The purpose of this bank is to support and respond to enquiries. **Consistent Uses:** The records are also used to monitor the preparation of responses, for reference purposes when subsequent or similar enquiries are received, and to identify and monitor trends. **Retention and Disposal Standards:** General correspondence is retained for two calendar years after last administrative use. Case files and House of Commons petitions and Order Paper questions are retained for 5 years after last administrative use. **PAC Number:** 97-020 **Related to PR#:** Human Resources **TBS Registration:** 004000 **Bank Number:** CPC PPE 833

Grievances and Arbitrations

Description: This bank contains such information as presentations by employees and bargaining unit representatives, receipt notices and replies by management, testimony by witnesses, legal opinions, investigation and analysis reports, job descriptions (for classification grievances) and decisions and statements by arbitrators, the Canada Labour Relations Board and the Federal Court and related correspondence. Certain information exists in automated form in the Labour Relations Grievance and Jurisprudence Information Systems (LRGIS and LRJIS, respectively). LRGIS contains such data as grievor name, the location, level and subject of the grievance, dates, and other information relating to its processing. LRJIS contains summaries of arbitration cases, such as grievor name and type of grievance, decision grounds and arbitrator's comments. This bank also contains the Social Insurance Number, which will continue to be used as an employee identifier until such time as it can be replaced by a CPC employee numbering system. Individuals seeking access to records in this bank should specify their name, bargaining unit and the grievance/arbitration number or other particulars, such as date, location and subject matter. **Class of Individuals:** Individual grievances submitted by certified bargaining units, or by Canada Post Corporation, who have alleged a violation of a collective agreement. **Purpose:** The purpose of this bank is to support the resolution of grievances related to the interpretation of collective agreements. **Consistent Uses:** The records in it are used to process and resolve collective agreement interpretation grievances through all levels in the

grievance process, including referrals to divisional headquarters, corporate head office, arbitration, the Canada Labour Relations Board, or the Federal Court; for research purposes, such as trend and subject analyses; to inform senior management of landmark cases and of growing or recurring labour relations problems; and to train and educate Labour Relations officers. LRGIS facilitates the processing of grievances and generates reports used in collective bargaining. LRJIS provides management with ready access to arbitration summaries (which are largely a matter of public record). **Retention and Disposal Standards:** Records are retained for three years after resolution or withdrawal unless the case goes to arbitration, in which case the records are retained for 21 years after the year of decision or withdrawal. A sample of grievance/arbitration records is also transferred to the National Archives of Canada. If they are judged by the National Archivist to have historical/archival value, they are retained permanently. If the records are judged to have jurisprudential value, publicly available summaries are retained (in LRJIS) for fifteen years. **PAC Number:** 88-007 **TBS Registration:** 001356 **Bank Number:** CPC PPE 813

Heritage Club

Description: The Heritage Club Database System contains records such as: name, membership number by chapter, home address and telephone number, service entry and retirement dates, award distribution and, in the case of long-service employees, employee identification numbers. **Class of Individuals:** Retired employees with a minimum 10 years service and long-service employees (25 years or more) are eligible for membership. **Purpose:** The Heritage Club is a Canada Post Corporation recognition program that also provides a means of friendly association and community service among former and long-service employees. **Consistent Uses:** Heritage Club records are grouped into 31 chapters across Canada and are used to: provide commemorating gifts after the appropriate number of years of service and at retirement; to organize social functions such as banquets; and to support community and worthwhile corporate programs, such as the National Letter Writing Competition, Letters to Santa Claus, Scholarship, etc. Taxable benefits are reported to Payroll Operations for inclusion on Revenue Canada – Taxation T-4 slips. **Retention and Disposal Standards:** Taxable benefit records are retained six years after the last financial transaction. A schedule for the Heritage Program Database System is under development. **PAC Number:** 91-020 **TBS Registration:** 002989 **Bank Number:** CPC PPE 830

Human Resource Information System (HRIS)

Description: This computerized bank supersedes the previous system of the same title (old ASPEN HRIS), as well as the Personnel Database. It contains such information as Canada Post start date and years of Canada Post service, public service start date, pensionable service base date and years of pensionable service, employee identification number, birth date, sex, home address and telephone number, emergency contact, employee type (full-time, part-time, term, casual,

etc.), position title and number, official language status, exclusion code, length of work week, base salary, work unit, location and telephone number, bilingual capability, organizational information, appointment history, termination date and reason. The social insurance number is collected and used for non-statutory purposes, until such time as it can be replaced for these purposes by the employee identification number. **Class of Individuals:** There are records and data on all existing CPC employees, whether regular, term, casual, full-time or part-time; as well as on former employees terminated since 1985. **Purpose:** To support the compensation and benefits of all CPC employees. **Consistent Uses:** The records are used: in support of such personnel functions as organizational design, staffing, reliability checks, compensation and benefits, payroll and attendance, human resource planning and development, training, occupational health and safety, travel and relocation, employment equity, labour relations, discipline, demotion and termination; to facilitate the supervision of employees (supervisors contribute and will have access to certain data on those employees reporting to them, as well as on those being considered for a position within their work unit); to conduct corporate surveys and mail corporate publications; to produce management reports (e.g., regarding official languages, human rights and employment equity, labour supply/demand forecasts); and for other research purposes (e.g., industrial relations research, organizational studies, inter-firm comparisons, trend analyses). Limited information is provided to agents under strict security (e.g., employee surveys); and to collective bargaining agents for dues check-off purposes. **Retention and Disposal Standards:** Disposal of data related to the various programs supported by HRIS are governed by the retention schedules applicable to their pertinent banks. **PAC Number:** 88-007 **TBS Registration:** 001348 **Bank Number:** CPC PPE 804

Human Rights

Description: This bank contains confidential letters of complaint and interview notes with complainants, those alleged to have harassed or discriminated against the complainant and witness statements, as well as investigation and analysis reports and records of decisions taken. Background information varies with the complaint, but could include grievances, medical reports and correspondence. Individuals seeking access to this bank should specify the name of the complainant and the location and date of the incident/complaint. **Class of Individuals:** Employees submitting discrimination complaints and employees alleged to have harassed or discriminated against complainants. **Purpose:** The purpose of this bank is to support the resolution of the allegations of discrimination based on prescribed grounds set out in the Canadian Human Rights Act. **Consistent Uses:** The records in it are used to help determine whether or not harassment or discrimination has occurred. (Note that records of complaints are not stored on the complainant's Employee Personal File, CPC PPE 802); and to recommend and support management decisions on the transfer and discipline of employees or other corrective action (e.g., when the source of the complaint is a Canada Post policy or procedure).

Employees found to have harassed or discriminated may have a disciplinary notice to that effect placed on their Employee Personal File. Information may be disclosed in confidence to relevant Corporation officials and to the Canadian Human Rights Commission, to facilitate resolution of complaint. **Retention and Disposal Standards:** Records are retained for five calendar years after year of case closed. **PAC Number:** 88-007 **TBS Registration:** 001352 **Bank Number:** CPC PPE 809

Investigative Body Requests – Employees

Description: This bank contains requests made by investigative bodies, as well as records of disclosure (if the request is granted), occasional legal opinions and related material. Individuals seeking access to this bank should provide their full name and address. **Class of Individuals:** Employees who are the subject of, or party to, lawful investigations. **Purpose:** The purpose of this bank is to ensure that requests by law enforcement agencies for personal information held by Canada Post are properly authorized. **Consistent Uses:** The records in it are used to monitor the information requested by and/or provided to law enforcement agencies, and to ensure compliance with the Privacy Act, the Canada Post Corporation Act and corporate policy. The records may be viewed by the Privacy Commissioner or delegate, when investigating complaints or conducting audits. **Retention and Disposal Standards:** Records in this bank are retained for two years after the year of their last administrative use (which is normally the decision to grant or refuse the request, or the processing of subsequent requests or complaints relating to the original request), and are then destroyed. **TBS Registration:** 001342 **Bank Number:** CPC PPE 829

Legal Affairs

Description: This bank contains information relating to potential and actual claims by or against the Corporation, contracts and agreements, arbitrations, memoranda, opinions and advice and other legal matters involving the Corporation. Note that copies of opinions and other legal documents may also be stored in other personal information banks. **Class of Individuals:** Current or terminated employees involved in legal matters. **Purpose:** The purpose of this bank is to provide a record of legal opinions and advice to, as well as representation on behalf of, the Corporation. **Consistent Uses:** The records are used to provide legal opinions and advice to the Corporation and for representing the Corporation and protecting its interests. **Retention and Disposal Standards:** Records are retained for ten years after the year of termination of contact or disposal of the property and then destroyed. Claims by or against the Corporation, labour arbitrations and related legal matters are retained for twenty-one years after the year of settlement. Memoranda (citing authority), opinions and advice are retained 100 years after case closed. **TBS Registration:** 002078 **Bank Number:** CPC PPE 827

National Time and Attendance System

Description: This computerized bank contains, in report form, such information as employee name, employee identification number, hours worked and work station

movement during a scheduled shift, overtime hours, shift premiums, work breaks, shift schedules, scheduled leave or rest days off, and unscheduled absences. Note that some hard copy information may be located in the Payroll, Benefits and Attendance information bank (CPC PPE 815). **Class of Individuals:** All existing or recently terminated employees presently or formerly assigned to a National Time and Attendance site. **Purpose:** The purpose of this information bank is to capture time and leave information at the NTA sites to monitor employees' work station movement during shifts and obtain a breakdown of labour distribution within each facility. **Consistent Uses:** The records are used to confirm employee pay and related entitlements, determine labour distribution patterns per shift within each NTA facility, schedule regular and casual employees, conduct audits, and compile statistics. On-line data is maintained for a total of sixteen weeks, after which it is archived on magnetic tape. Employees seeking access to this bank are requested to provide their employee identification number, work location, and to specify the time period for which the data is sought. **Retention and Disposal Standards:** The retention schedule is under development, but records will be retained for a minimum two-year period. **TBS Registration:** 003547 **Bank Number:** CPC PPE 831

Northern Services

Description: Hard copy records include birth/marriage certificates; isolated post allowance, school acceptance and common law declarations; official native status certificates; travel entitlement and claim documents; and attendance records. Automated data includes name, employee ID number, marital status, birth date, home address, attendance, leave, salary and travel data, bargaining unit, office profile, position data, dependent profiles, isolated post allowance and other special entitlements. Data on new employees is obtained from CPC's Human Resource Information System, CPC PPE 804; and shared with Disbursements (see Accounts Payable, CPC PPE 820) and Payroll Operations (See Payroll, Benefits and Attendance, CPC PPE 815). **Class of Individuals:** Approximately 300 Northern Services employees and their dependants. **Purpose:** To support the compensation of Northern Services employees. **Consistent Uses:** To determine and administer the isolated post allowances of Northern Services employees (a taxable benefit), including their families' travel expenses; to verify appointment data; to maintain duty rosters; to monitor attendance and travel expenses; to conduct mailings of unique interest to Northern Services employees; and, to respond to enquiries. **Retention and Disposal Standards:** Records will be retained for a minimum two-year period following termination. **TBS Registration:** 003548 **Bank Number:** CPC PPE 832

Official Languages Complaints

Description: This bank contains records documenting the nature, extent, scope, type and location of official languages complaints, as well as the results of complaint investigations and resolution. Note that the identity of complainants is protected by section 60 of the Official Languages Act throughout the investigation process.

Therefore, unless complainants agree to reveal their identity, the records are anonymous in nature. **Class of Individuals:** Employees who file complaints either directly with CPC or with the Commissioner of Official Languages (excludes official languages issues handled through Customer Service). **Purpose:** The purpose of this bank is to support the investigation and resolution of complaints submitted by employees under the Official Languages Act and to retain an audit trail of actions taken. **Consistent Uses:** The records are used to report to external agencies responsible for monitoring compliance of the Official Languages Act and related regulations. They may also be disclosed to the Federal Court or other authorized third parties to facilitate the resolution of complaints, grievances or court action. **Retention and Disposal Standards:** Complaint files are retained for five calendar years after complaint resolved or withdrawn. **TBS Registration:** 003932 **Bank Number:** CPC PPE 853

Parking

Description: This bank contains permit applications for parking, and related correspondence about parking of motor vehicles on property owned or leased by Canada Post. Records of transactions also exist in automated form. Individuals seeking access to this bank should specify employment location and dates. **Class of Individuals:** Canada Post employees who have applied for or received CPC parking permits. **Purpose:** The purpose of this bank is to support the control of parking at certain Canada Post facilities. **Consistent Uses:** The records are used to control the issue and revocation of parking permits and the prosecution of parking violators. The records also may be used to help co-ordinate car pools. Note that certain records are beyond CPC control as many employees have personal contracts with private parking lot operators. **Retention and Disposal Standards:** The records are retained for two years after the fiscal year of expiry of the permit, and then destroyed. **TBS Registration:** 001359 **Bank Number:** CPC PPE 817

Payroll, Benefits and Attendance

Description: This bank contains such records as letters of authorization (for example, performance pay, bilingual bonus, acting pay, employment insurance exemptions), registration forms (for example, staffing forms, group surgical-medical and insurance plan applications), TD1, T4 and other tax deduction information, union dues, health insurance and Canada Pension Plan deductions, savings plan and deposit instructions, rebates, records of fines, suspensions, time cards, absence reports, physicians' certificates and other attendance and leave forms, year-to-date earnings statements and, if applicable, records related to allowances, incentives, perquisites, overpayments, garnishment and termination. Other supporting documentation includes copies of birth certificates, physicians' certificates associated with sick leave, marriage/separation/divorce papers, next of kin in case of emergency, powers of attorney and estate records such as the names of beneficiaries. Certain information exists in automated form, in Ceridian computer systems and in the following Canada Post systems: Human Resources Management Benefits Administration (HRMBA); Electronic Time Card (ETC); the

National Overpayment System; Pay System; and Admail Pay System. (Note that copies of authorization, registration forms, TD1 information and records relating to allowances, incentives, perquisites, garnishments and termination are also stored in the Employee Personal File, CPC PPE 802). This bank also contains the Social Insurance Number, which is obtained for the purpose of reporting to such statutory agencies as Revenue Canada and Human Resources Development Canada. Employees seeking access to this bank should specify employment location and dates of interest, as well as whether specific payroll records are required and whether attendance or pay or insurance information is required. **Class of Individuals:** All existing and recently terminated Canada Post Corporation employees, as well as Admail workers. **Purpose:** The purpose of this bank is to support the attendance and leave function and the payment of salaries and financial benefits to employees. **Consistent Uses:** The records are used to provide information necessary for all salary and benefits administration and payroll functions for Canada Post Corporation – for example, to calculate pay, to issue cheques, to make deposits for employees and to respond to employees' pay enquiries; to enable the audit and reconciliation of payroll accounts (such as to settle overpayments, to collect debts owed the Corporation, and to enforce orders of garnishments); and provide other payroll and attendance data to management for pay/benefits costing and productivity analyses, for collective bargaining purposes, for budgeting, etc. Information is shared with Government Services Canada (re: pension administration), with Revenue Canada (Taxation) (re: income and deductions), with provincial workers' compensation boards and with provincial health insurance agencies and group medical insurers. Information is also disclosed to Human Resources Development Canada, notably with regard to terminated employees, in accordance with the Employment Insurance Act and Regulations. The records are also used to assist in the processing of disability and workers' compensation claims (CPC PPE 845) and pay related employee complaints and grievances (CPC PPE 813). Bank account numbers are used for the reimbursement of employee expense claims. **Retention and Disposal Standards:** Attendance Records are retained for three fiscal years after fiscal year of submission. Annual attendance records and other payroll records are retained for the duration of employment with Canada Post. Two years after year of separation, these records are transferred to National Archives of Canada and destroyed when the employee reaches age eighty (provided two years have elapsed since last administrative use). Data in the Electronic Time Card (ETC) System is retained for three years. Year-end Canadian Postmasters and Assistants Association data files are retained for two years. Data in the National Overpayment System are retained for six years after last administrative use. **PAC Number:** 88-007 **TBS Registration:** 002010 **Bank Number:** CPC PPE 815

Postal-Related Crimes/Offences

Description: This bank contains information gathered during investigations and details of the crime(s)

committed. For example, information on employees involves such offences as theft of mail or embezzlement. Information on members of the general public involves national or international crimes, burglary of post offices and street box equipment, forgery of money orders, theft of mail, the illegal transportation of explosives and other dangerous substances and mail vehicle robberies. In addition, intelligence is collected regarding individuals or firms suspected of using the mails for an illegal purpose. This bank also contains the Social Insurance Number, which will continue to be used as an employee identifier until such time as it can be replaced by a CPC employee numbering system. **Class of Individuals:** Canada Post employees, contractors and members of the general public who are suspected or known to be involved in the above-noted postal related crimes/offences as defined by the Canada Post Corporation Act and Regulations, as well as Criminal Code offences involving the mail. **Purpose:** The purpose of this bank is to help solve and reduce postal related crimes and offences, and to provide for the security of the officers and employees of the Corporation, the property of the Corporation, and anything in the course of post. **Consistent Uses:** The records in it are used to support investigative and intelligence activities designed to solve or reduce crimes against Canada Post Corporation. Certain information may be shared with the security branches of other postal administrations, other federal investigative bodies, police agencies and, where warranted, with the Department of Justice for possible prosecution. **Retention and Disposal Standards:** Records are retained for ten years after completion of the investigation or judicial or quasi-judicial proceedings and then destroyed. Records of proceedings dealt with under subsection 41 of the Canada Post Corporation Act, when a prohibitory order has been issued, are retained for three years after the year the order ceases to have effect, and then transferred to the National Archives of Canada. If the records are judged by the National Archivist to be of historical/archival value, they are retained permanently. **PAC Number:** 88-007 **TBS Registration:** 001365 **Bank Number:** CPC PPE 824

Postmark Awards

Description: This bank contains such records as nomination forms for various Golden and Silver Postmark awards, and records related to their processing. Types of personal information collected includes name, work location, home address and phone number, and information supporting the nomination. This bank also contains the social insurance numbers of award winners, as, by law, taxable benefits must be reported to Revenue Canada-Taxation. These are reported to Finance for the completion of T-4 statements. **Class of Individuals:** Employees who have been nominated in any of the award categories, including commitment to service standards, outstanding customer service, business growth, personal merit, volunteer services, sales award of the year, leadership and team of the year. As well as retired employees who have been nominated in the Heritage Club Involvement category. (Note that: safe driving awards are contained in Fleet Management, CPC PPE 825; long service awards are contained in

Heritage Club, CPC PPE 830; employee suggestion awards are contained in Employee Involvement Program, CPC PPE 807; and, attendance recognition awards are contained in Employee Personal File, CPC PPE 802).

Purpose: To recognize and honour the exceptional achievements of CPC employees. **Consistent Uses:** Nominations are acknowledged and facts verified prior to their submission to divisional selection committees. These committees apply selection criteria to choose winners in each category. Award winners may be identified in internal and external communications and posters (with their consent). The fact of winning an award may also be attached to the employee's personal file (CPC PPE 802) or to his or her Human Resource Information System file (CPC PPE 804). **Retention and Disposal Standards:** Rejected nominations and related documentation are destroyed immediately after winner's selection. Winning nominations and related documentation, including Postmark Awards Automated System data, are retained for five fiscal years after last administrative use. **TBS Registration:** 003160 **Bank Number:** CPC PPE 850

Privacy Act Requests/Complaints

Description: This bank contains the request forms submitted by individuals seeking access to their files, the replies to such requests and information related to their processing, including exempt material and legal opinions. It also includes records of complaints to the Privacy Commissioner of Canada and their resolution, informal complaints, exceptional third party requests and other issues referred to privacy coordination staff for advice or decision. This bank also contains the Social Insurance Number of some applicants, only because the old Treasury Board request forms used by applicants contained a Social Insurance Number field. Individuals seeking access to this bank should specify the approximate date(s) of the request(s) concerned.

Class of Individuals: Canada Post employees who have submitted formal access, correction and notation requests, or internal requests for advice under the Privacy Act to the Corporate Privacy Co-ordinator or complaints to the Privacy Commissioner; or who are the subject of exceptional third party requests. **Purpose:** The purpose of this bank is to support the processing of requests and complaints submitted by individuals under the Privacy Act, and to retain an audit trail of actions taken.

Consistent Uses: The records in it are used to process access, correction and notation requests; to respond to Privacy Commissioner complaints, and to report annually to Parliament on their disposition. Annotations regarding exemptions, corrections and disclosures to third parties may be attached to the records requested. Records may be disclosed to the Privacy Commissioner and to the Federal Court, to facilitate the resolution of complaints or court actions. **Retention and Disposal Standards:** Records are retained for two years after the year of last administrative use (which is normally the provision of records requested under the Privacy Act, the processing of correction or notation requests or the resolution of complaints), and then destroyed. **TBS Registration:** 001366 **Bank Number:** CPC PPE 828

Reliability Checks

Description: This bank contains criminal record name checks and if applicable, fingerprints, criminal records, recommendations, decisions, appeals and related correspondence. Limited information exists in automated form as a data element of the Human Resource Information System, CPC PPE 804. Individuals seeking access to this bank should specify employment location and dates. **Class of Individuals:** Prospective and existing Canada Post employees who do not have security clearances, but who require reliability checks because of their ready access to mail, cash and other valuable assets. **Purpose:** The purpose of this bank is to help ensure the security of Canada Post employees and property and anything in the course of post. **Consistent Uses:** The records are used to help determine an individual's reliability. Identifying information is disclosed to the RCMP, in order to determine whether individuals have criminal records. **Retention and Disposal Standards:** Records are retained for two years after the year the check is completed, and then destroyed. If notified that a pardon has been granted, the criminal records in question are destroyed immediately. **PAC Number:** 88-007 **TBS Registration:** 001363 **Bank Number:** CPC PPE 822

Relocation

Description: This bank contains such records as letters of offer, authorization, advances, claims supplier payments, receipts and correspondence about relocation and, where applicable, records of real estate transactions. Expense data also exists in automated form in the Relocation Sub-Ledger System. (Note that payment records also are stored in Accounts Payable, CPC PPE 820.) Automated system also includes records pertaining to real estate matters. This bank also contains the Social Insurance Number where pre-1993/94 files are concerned. Individuals seeking access to this bank should specify the locations involved and the approximate dates. **Class of Individuals:** Canada Post employees who have been relocated, as well as on new employees who move to take up Canada Post positions. **Purpose:** The purpose of this bank is to support the relocation of employees. **Consistent Uses:** The records are used to administer the relocation function, involving authorizations, advances, claims and payments; and for budgeting, audit and research purposes. Information may be disclosed with full knowledge of the individuals concerned to relocation firms and moving companies and to lawyers acting for either party, to facilitate the relocation. **Retention and Disposal Standards:** Records are retained for six fiscal years after the year of the last financial transaction. Housing subsidy case files are retained for six fiscal years after the end of the housing subsidy. Relocation sub-ledger system records are destroyed six fiscal years after receipt and verification of input data. **TBS Registration:** 001358 **Bank Number:** CPC PPE 816

Risk Management Claims

Description: This bank contains records regarding claims for damages involving property, liability and automobile accidents, legal opinions, settlement transactions and

other correspondence related to motor vehicles, and other accidents involving third parties. The records contain information on the parties involved, their insurers (if applicable) and the nature of the injury or loss (e.g., lost employment or salary). The records also concern losses due to fire and such crimes as robbery, break and enter and vandalism. Limited information exists in automated form in the Risk Management Information System. Data elements include the names of the employee and claimant, the type of loss and settlement cost. Note that payment records are also stored in Accounts Payable, CPC PPE 820; that vehicle driver records (including records of accidents not involving third party claims) are stored in Fleet Management, CPC PPE 825; that workers' compensation board claims are stored in Workers' Compensation Board Claims, CPC PPE 845; and that claims involving delayed, lost or damaged mail are stored in Customer Service, CPC PPU 030.

Individuals seeking access to this bank should specify details such as incident location and date. **Class of Individuals:** Canada Post employees involved in claims, such as drivers of Corporation vehicles and letter carriers. (See also Financial Accountability Cases, CPC PPE 818).

Purpose: The purpose of this bank is to support the resolution of Corporation and third party claims.

Consistent Uses: Records are used to determine liability for motor vehicle, fire and other accidents involving third parties; to approve damage settlements, such as payments by and to the Corporation (as postal vehicles are insured, claims are handled by outside adjusters); to support claims by Canada Post against insurance policies in force; and to facilitate loss control and other measures to prevent recurrences. Note that certain information may be provided to insurance companies, lawyers acting on behalf of either party and the police, to facilitate resolution of the claim. **Retention and Disposal Standards:**

Records are retained for six years after the fiscal year during which the claim by or against the Corporation is settled, unless a minor was involved, in which case the records are retained for six fiscal years after the minor's age of majority (varies from province to province). **PAC Number:** 88-007 **TBS Registration:** 001360 **Bank Number:** CPC PPE 819

Scholarship Program

Description: This bank contains such records as application forms, awards, and related correspondence. Personal information collected includes home and school addresses and telephone numbers, samples of work, letters of recommendation, educational transcripts, and proof of university registration. A limited amount of personal information exists in automated form. Social insurance numbers are collected from winning candidates as, by law, scholarship data must be reported to Revenue Canada-Taxation. These are reported to Finance for the completion of T-4 statements. **Class of Individuals:** Children of regular full and part-time employees who have submitted applications. **Purpose:** To support the administration of a scholarship program for the children of Canada Post employees. **Consistent Uses:** Applications are evaluated on the basis of academic achievements and leadership qualities as demonstrated through school and/or community involvement. Divisional selection

committees choose the winning candidates, who are thereby notified by the program manager. After the award of a scholarship and prior to the emittance of a cheque, the candidate's SIN and proof of university registration are collected. As a condition of renewal of the scholarship, an official transcript and proof of registration for the following year are required. Scholarship winners and/or their parents may be publicized, mainly for internal communication purposes. **Retention and Disposal Standards:**

Unsuccessful applications are retained for three years after the year of the scholarship award decision. Successful scholarship records are retained for six fiscal years after the year the scholarship is awarded. Scholarship program database records are retained for six fiscal years after receipt and verification of input data. **TBS Registration:** 003157 **Bank Number:** CPC PPE 835

Security Clearances

Description: This bank contains such records as personal history forms, criminal record name checks and, if applicable, fingerprints, criminal records, summaries of RCMP and Canadian Security Intelligence Service (CSIS) investigations adverse findings, appeals, updates, cancellations, pardons and related correspondence.

Limited information may exist in automated form as data elements of the Human Resource Information System, CPC PPE 804. Data elements include name, clearance level granted versus level required for the position and whether it is due for renewal. Individuals seeking access to this bank should specify employment location and dates. **Class of Individuals:** Canada Post employees who occupy or are about to occupy positions involving access to financial and other assets and sensitive information and systems. **Purpose:** The purpose of this bank is to help determine the suitability of employees being considered for, or in, security-risk positions.

Consistent Uses: The records in it are used to determine the level of security clearance; and to support decisions on transfers, promotions and termination of employment. Monthly computer printouts are used to ensure the security clearance level of individuals is adequate for the positions they occupy. A notation of level of clearance may be attached to the Employee Personal File, CPC PPE 802. Details of RCMP and CSIS investigations that may have taken place are stored in those agencies' security clearance banks. **Retention and Disposal Standards:** Paper records are retained for two years after termination of employment and then destroyed. If notified that a pardon has been granted, the criminal records in question are destroyed immediately. **TBS Registration:** 001362 **Bank Number:** CPC PPE 821

Special Services

Description: This bank contains personal information compiled during the handling of sensitive personnel issues including assessments of the problem, alternative solutions, recommendations and the eventual decision, such as continuation, discipline, redeployment, demotion or separation. (Note that payment records are also stored in Accounts Payable, CPC PPE 820). **Class of Individuals:** A small percentage of non-unionized Canada Post employees, namely those referred to Special Services because they are believed to be problem

employees or because their positions have been declared redundant. **Purpose:** The purpose of this bank is to support the provision of objective advice to senior management on sensitive cases involving non-unionized employees. **Consistent Uses:** The records in it are used to ensure that referrals are handled legally, humanely and consistently. Notations of decision taken (without reasons) may be attached to the individual's Employee Personal File, CPC PPE 802. **Retention and Disposal Standards:** Records are retained for 12 years after last administrative use (e.g., resolution of the issue) and then destroyed. **PAC Number:** 88-007 **TBS Registration:** 001355 **Bank Number:** CPC PPE 812

Staffing and Employment

Description: This bank contains such records as solicited and unsolicited job applications, acknowledgement of receipt letters, staffing action requests, job descriptions, salary ranges, selection profiles, competition posters, transfer requests, seniority, surplus, layoff, re-call and eligibility lists, human resources inventory printouts, résumés of work experience and education, reference letters and checks, official languages knowledge examination papers, tests and results, occupational personality profiles, lists of candidates, interview notes and rating board assessments, eligibility lists, offers of employment, notices to candidates of right to appeal, other appeal documents and related correspondence. This bank also contains the Social Insurance Number which will continue to be used as an employee identifier until such time as it can be replaced by a CPC employee numbering system. A limited number of records may also be retained by the Internal Audit department for those employees who are candidates for the Internal Audit Development stream program (automated records are stored in the Audit Development Stream electronic system). Individuals seeking access to this bank should specify the competition number and date, if applicable, as well as position title and location. **Class of Individuals:** Employees who apply for or are hired to fill temporary and permanent positions with Canada Post Corporation. **Purpose:** The purpose of this bank is to support internal staffing and external recruitment activities. **Consistent Uses:** Job applications are screened when vacancies arise. Staffing records are used to provide impartial information to match new and vacant positions to the most qualified candidates (notations of staffing decisions may be stored in the Employee Personal File, CPC PPE 802; in Payroll, Benefits and Attendance, CPC PPE 815; and in the Human Resource Information System, CPC PPE 804; to assist in succession planning and career development; to provide feedback to candidates regarding their applications and job interviews; and to process complaints, appeals and grievances concerning appointments and promotions (see Grievances and Arbitrations, CPC PPE 813). Limited personal information regarding seniority, surplus and layoffs may be posted, as well as provided to collective bargaining agents. Personal information about successful candidates may be disclosed to unsuccessful candidates under strict conditions of confidentiality, to better explain decisions taken. **Retention and Disposal Standards:** Records are retained for two years after last administrative use (which is usually the expiration of the appeal period for competitions), and then destroyed. Layoff/transfer lists

are updated continuously and destroyed when superseded. **PAC Number:** 88-007 **TBS Registration:** 001345 **Bank Number:** CPC PPE 801

Supervisory Records

Description: This bank contains working files and notes maintained by some supervisors on employees reporting to them, especially when the employees' official files are maintained off-site. Where files exist, they largely contain convenience copies of records stored in other employee information banks, e.g., leave applications; HRIS print-outs; performance appraisals and awards; accident reports; fitness assessments; attendance, disciplinary and other letters; E-mail print-outs; grievances and replies; and transfer, file and other employee requests and enquiries (see Staffing and Employment, CPC PPE 801; Employee Personal File, CPC PPE 802; Employee Career File, CPC PPE 808; Human Resource Information System, CPC PPE 804; Grievances and Arbitrations, CPC PPE 813; Payroll, Benefits and Attendance, CPC PPE 815; Workers' Compensation Board Claims, CPC PPE 845; Employee Health Record, CPC PPE 840; Vocational Rehabilitation, CPC PPE 851; and Postmark Awards, CPC PPE 850). Original documentation could include uniform entitlements, attendance calendars, interview and other notes (including annotated copies) and drafts of letters or reports not yet finalized. To obtain access, employees are encouraged to deal directly with their supervisor. Those submitting formal requests to CPC's privacy coordinator are requested to provide the name and work location of their supervisor(s). **Class of Individuals:** Current or recently terminated CPC employees on whom supervisors retain files. **Purpose:** To support the supervision of employees, especially at remote work sites. These files provide convenient access to both supervisors and their employees. **Consistent Uses:** To monitor attendance, process leave applications, assign work, schedule replacements, document special achievements and recommend employees for corporate recognition programs, impose discipline, respond to grievances, report injuries, and prepare any other correspondence pertinent to the day-to-day administration of the work unit. **Retention and Disposal Standards:** Minimum two years for records used in decision making. **TBS Registration:** 003739 **Bank Number:** CPC PPE 803

Training

Description: This bank contains such records as course applications, authorizations, registrations and evaluations (for both participants and trainers), official languages declarations, examination results and certificates, fee payment records and related correspondence. Information on file includes first official language; work location; training requested, required or taken; and dates of training. Limited training data also exists in the Human Resource Information System, CPC PPE 804. (Note that vehicle driving training records are stored in Fleet Management, CPC PPE 825, and certain fee payment records are stored in Accounts Payable, CPC PPE 820.) This bank also contains the Social Insurance Number where older records are concerned. Individuals seeking access to this bank should specify position title and employment location and dates, as well as types,

locations and dates of training courses taken. **Class of Individuals:** Employees engaged in training programs or taking outside courses sponsored by Canada Post Corporation, such as in management, official languages, marketing and sales, equipment maintenance, encoding and quality control. **Purpose:** The purpose of this bank is to support the training of employees. **Consistent Uses:** The records are used to support the approval, registration, participation and evaluation of employees in training programs (including courses conducted by outside parties), and to certify their achievements; to help carry out needs assessments and prepare skill profiles of positions and their incumbents; to project training requirements, course schedules, instructor workloads and budgetary needs; to support decisions on succession planning, attendance and leave, payroll, entitlements and benefits, expense accounts, transfers, promotions and performance appraisals; and to respond to enquiries by employees, their supervisors and their bargaining agent. Participation, exemption and achievement records may be attached to the Employee Personal File (see CPC PPE 802), while information on employees' needs and achievements may be contained in the Human Resource Information System (see CPC PPE 804). Note that official languages training information on Canada Post employees is shared with and sometimes created by the Public Service Commission and Treasury Board.

Retention and Disposal Standards: Most records (authorizations and tests in particular) are destroyed two years after completion of training. Permanent documents (including official language exemptions, language competence tests, certificates and course descriptions), as well as computerized records, are retained for two years after termination of employment. An historical master file is maintained for ten years, for statistical purposes only. **PAC Number:** 88-007 **TBS Registration:** 001349 **Bank Number:** CPC PPE 805

Vocational Rehabilitation

Description: This bank contains records such as referral sheets, occupational fitness assessments, functional abilities evaluations, summaries of medical status, vocational rehabilitation plans and checklists, interview forms, progress notes, recommendation reports, case closure reports, and related correspondence. (Note that some consultative records may also be found in Grievances and Arbitrations, CPC PPE 813, Employee Health Record, CPC PPE 840, and Workers' Compensation Board Claims, CPC PPE 845). **Class of Individuals:** Canada Post Corporation employees who are permanently partially disabled as a result of injury or illness. **Purpose:** To support the reintegration of permanently partially disabled employees. **Consistent Uses:** The records in it are used to develop and implement programs for affected employees, to facilitate communications with those concerned with the employee's case (e.g., treating physicians, medical consultants, occupational health nurses, line management) to respond to grievances or complaints, to ensure compliance with the Canada Labour Code, Workers' Compensation legislation and Canadian Human Rights Act, and to conduct follow-ups and audits. **Retention and Disposal Standards:** Records are retained 100 years after the fiscal year of the employee's rehabilitation. **TBS Registration:** 003292 **Bank Number:** CPC PPE 851

Work Refusals

Description: This bank contains records such as documented refusals by employee to work in an unsafe condition or location, investigation reports by Canada Post and Human Resources Development Canada safety officers, management-employee interview notes and summaries, Human Resources Development Canada decisions, daily information book entries, records of corrective action taken, and general management correspondence and background material. Some records exist in automated form in the Work Refusals Database. Employees seeking access to this bank are requested to provide details, such as the date and location where they refused to work. **Class of Individuals:** All existing or recently terminated employees of Canada Post who have refused to perform work for safety reasons. **Purpose:** The purpose of this bank is to ensure and promote a safe workplace. **Consistent Uses:** The records are used to evaluate the safety of a specific work location or environment, to conduct fact-finding interviews with the employee(s) concerned, to facilitate the conduct of a CLRB investigation when required, to prepare corporate positions before Human Resources Development Canada safety boards, to implement solutions to safety hazards, and to advise affected employees of identified hazards and the precautions needed to avoid them. **Retention and Disposal Standards:** Under development. **TBS Registration:** 003740 **Bank Number:** CPC PPE 806

Workers' Compensation Board Claims

Description: This bank contains such information as: accident and work injury or illness investigation reports; workers' compensation board claims and associated correspondence and forms; occasional legal opinions; records and correspondence regarding referrals and results. Certain medical information may also exist on file, including diseases or injuries that are unrelated to work. Certain records also exist in automated form, in the Accident Information Reporting System (AIRS). AIRS contains background data (age, sex, etc.) on injured employees, as well as the location, nature, cause, and severity of the accidents and their associated direct and indirect costs. (Note that accident information involving Corporate vehicles or claims by or against the Corporation unrelated to workers' compensation boards are stored in Fleet Management, CPC PPE 825, and Risk Management Claims, CPC PPE 819, respectively). This bank also contains the Social Insurance Number, which will be used as an employee identifier until such time as it can be replaced by a CPC employee numbering system. Individuals seeking access to this bank should specify employment location as well as date, location and details of injury or illness. There is also a corporate WCB database that reflects all the costs charged to CPC by HRDC on individual claims. **Class of Individuals:** Canada Post employees who have had injuries and accidents on duty or, who have made accident or workers' compensation board claims. **Purpose:** To support Workers' Compensation Board programs. **Consistent Uses:** The records are used to assist employees in dealing with medical problems and to avoid aggravating given conditions via meaningful intervention, medical education and counselling; to authorize leave and benefits

(including WCB paid medical and vocational rehabilitation) related to work-related injuries and illnesses; to facilitate the processing of provincial workers' compensation board claims and the administration of injury-on-duty leave and disability benefits (AIRS and the corporate WCB database support the resolution of claims and the reconciliation of accounts); to establish conditions under which employees subject to certain occupational risks or with identified illnesses or disabilities are able to continue to work, including reinstatement; to provide health and safety details for accident prevention and health protection purposes; and, to process grievances and appeals related to Occupational Health, Safety and Environment (see Grievances and Arbitrations, CPC PPE 813). The records also facilitate the study and correction of workplace conditions that contribute to illness or injury, such as the development of preventive programs based on the incidence of certain illnesses and injuries. Composite information may be used in epidemiological studies. Certain information may be disclosed to provincial workers' compensation boards, Human Resources Development Canada, medical practitioners and bargaining unit representatives, to facilitate claims administration. Limited information is disclosed to Transport Canada regarding, for example, chemical spills involving Canada Post employees. **Retention and Disposal Standards:** Paper records are retained for 100 years after the fiscal year of the last injury. Data In AIRS is transferred to the National Archives of Canada two years after the employee returns to work. **TBS Registration:** 003159 **Bank Number:** CPC PPE 845

Workforce Adjustment Program

Description: This bank contains such records as notices of interest, employee name, length of service, salary history, estimated retirement or early departure incentive amounts, acceptances or refusals of incentive offers, referrals to career counselling consultants and other related tax/financial data. Certain records also exist in automated form in the Human Resource Information System, CPC PPE 804. Related records may also be found in Payroll, Benefits and Attendance, CPC PPE 815 and Employee Career File, CPC PPE 808. **Class of Individuals:** Current or recently terminated employees of Canada Post Corporation who have expressed interest in an early termination or retirement offer or who have been referred to Workforce Adjustment Program staff.

Purpose: The purpose of this bank is to support CPC's restructuring objectives by offering a voluntary package of early retirement or departure incentives to eligible employees. **Consistent Uses:** The records are used to ensure the eligibility of applicants to the incentive program, evaluate the amounts of the incentive on an individual basis, make offers to eligible applicants, and to process payments to employees having accepted the incentive. **Retention and Disposal Standards:** Records are retained for the duration of employment with Canada Post. Two years after separation, records are transferred to National Archives of Canada and destroyed when the employee reaches the age of eighty (provided two years have elapsed since last administrative use).

PAC Number: 91-020 **TBS Registration:** 003738
Bank Number: CPC PPE 834

Canadian Artists and Producers Professional Relations Tribunal

Chapter 18

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Identification and Building-Pass Cards

Pay and Benefits

Performance Reviews and Employee Appraisals

Reliability Checks

Staffing

Travel and Relocation

NOTE: Information regarding Staffing and Pay and Benefits is also held by the Department of Canadian Heritage.

Canadian Centre for Management Development

Chapter 19

Central Banks

Departmental Contact Identification System

Description: This information bank may contain basic information on financial contacts and departmental training coordinators with whom the Centre deals in the

delivery of its training activities. **Class of Individuals:** Financial contacts and departmental training coordinators. **Purpose:** This information bank exists to establish and maintain a list of contacts in order to forward relevant information regarding the participation of members of their departments on CCMD courses and

programs, and to provide them with information for billing purposes. **Consistent Uses:** This information bank provides the information necessary to communicate by mail, telephone or facsimile with financial and departmental training coordinators. **Retention and Disposal Standards:** The files are retained as long as the information is still valid. **TBS Registration:** 003327 **Bank Number:** CMD PCE 703

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Security Clearances

Staffing

Training and Development

Travel and Relocation

Canadian Centre for Occupational Health and Safety

Chapter 20

Particular Banks

Conflict of Interest

Description: This bank contains voluntary disclosures by employees concerning potential conflict of interest situations, investigation reports and correspondence about potential and actual employee conflicts between the private interests or holdings of employees and their official duties. **Class of Individuals:** Departmental employees. **Purpose:** The purpose of this bank is to maintain information about potential and actual conflict of interest situations for employees of a government institution, to record potential conflicts of interest and to resolve actual conflicts of interest. **Consistent Uses:** To support decisions on transfers, discipline and termination of employment. **Retention and Disposal Standards:** Two years after potential conflict of interest no longer exists or actual conflict of interest has been resolved, after which the records are destroyed. **PAC Number:** 85-001 **TBS Registration:** 000992 **Bank Number:** OHS PPE 801

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Pay and Benefits

Performance Reviews and Employee Appraisals

Staffing

Training and Development

Travel and Relocation

Canadian Commercial Corporation

Chapter 21

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Security Clearances

Staffing

Training and Development

Travel and Relocation

Canadian Cultural Property Export Review Board

Chapter 22

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Employee Personnel Record

Identification and Building-Pass Cards

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Security Clearances

Staffing

Training and Development

Travel and Relocation

Canadian Dairy Commission

Chapter 23

Particular Banks

Employee Personnel Records

Description: This bank is under the control of the Human Resources Office. It provides a summary record of an individual's employment at the CDC. The data include appointment certificates, performance assessments, attendance, leave and overtime records, letters of recommendation, curriculum vitae, development and training courses and other personnel and organizational documents. The bank contains records of all employees, who may access their records by contacting the Human Resources Office. The bank is used to provide information for manpower planning and

general personnel management. **Class of Individuals:** Employees and former employees of the Commission.

Purpose: To provide a record of information on employees and former employees relating to their employment with the Commission. **Consistent Uses:** Information may be used for purposes of employment references or group insurance. **Retention and Disposal Standards:** Records of former employees are transferred to the National Archives of Canada two years following termination of employment. **TBS Registration:** 004048 **Bank Number:** CDC PPE 801

Financial Management Information System – COMFIN

Description: Financial information for the Commission. This information is classified as to: responsibility (collator);

authority (allotment); purpose (activity); project; line object (nature). Personal information (i.e. addresses, telephone numbers, etc.) is captured in COMFIN. For persons receiving taxable payments from the Commission, their Social Insurance Number (SIN) are captured and retained in COMFIN. **Class of Individuals:** Non Commission employees. **Purpose:** The SIN is required for inclusion on the Tax information slip and on the tax information file that the department is required to transmit to Revenue Canada. **Retention and Disposal Standards:** Information remains on COMFIN and is rolled for year to year. When there is no further activity, the information is removed from the system. **TBS Registration:** 004319 **Bank Number:** CDC PPE 805

Travel and Employees Expenditure Accounts

Description: This bank contains authorizations, advances, claims, receipts, travel arrangements and itineraries, and correspondence concerning travel of employees. It also contains expense reports, receipts, cheque requisitions, advances and other supporting documents relating to expenses being reimbursed, fees being paid, claims being settled, and other payments. **Class of Individuals:** Employees of the Commission claiming travel expenses; course fees, membership fees; and other payments. **Purpose:** The purpose of this bank is to maintain information regarding travel of government employees. It is also used for the payment of invoices and claims to employees of the Commission claiming travel expenses; course fees; membership fees; and other payments. The Social Insurance Number (SIN) is used for the purpose of identification and to ensure consistency and administration in pay and benefits. **Consistent Uses:** To administer the travel function with respect to their approvals as well as posting authorizations, advances and claims. Records are also used for the issuance of statement of taxable benefits for income tax purposes. **Retention and Disposal Standards:** Records are destroyed six years following the fiscal year in which the travel or relocation claim was settled. **TBS Registration:** 004321 **Bank Number:** CDC PPE 810

Staffing

Description: The bank contains staffing requests; position descriptions; salary ranges; selection profiles; competition posters; transfer requests; candidates' applications; list of candidates; rating board assessments, including evaluation notes from staffing boards; examination papers and test results; eligibility lists; offers of employment; notices to candidates; and correspondence concerning staffing by various processes, including competitions and human resources inventory searches. Records in the bank contain a variety of personal information which may include age, sex, education levels, Social Insurance Number and voluntary self-identification data relating to employment equity. (N.B. Notations of staffing decisions may also appear in the Employee Personnel Record). **Class of Individuals:** Employees of the Commission. **Purpose:** The bank provides a record of the information used in staffing positions within the Commission. It is also a source of data for employment equity programs and services. **Consistent Uses:** To select candidates, staff positions and process appeals for appointments and promotions. Voluntary self-identification information relating to employment equity programs and services may be linked with data contained in other banks where the securing of this information is consistent with the uses for which the personal information was collected. **Retention and Disposal Standards:** Records are retained for two years after the eligible list for a staffing action expires, or two years after any other administrative action, at which time the records are destroyed. **TBS Registration:** 004322 **Bank Number:** CDC PPE 815

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Grievances

Harassment

Parking

Canadian Environmental Assessment Agency

Chapter 24

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Official Languages

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Staffing

Training and Development

Travel and Relocation

Canadian Film Development Corporation

Chapter 25

Particular Banks

Employee Personnel Record

Description: This bank provides a summary record of an individual's employment with government institutions. It is maintained for the purpose of facilitating personnel administration. Information about an individual may be used in decisions relating to the areas of: staffing, attendance and leave, pay and benefits, training and development, occupational health and safety, official languages, discipline, and level of security clearance, where information in one area may affect a decision in another area. In the above cases, the information in this bank summarizes and refers to more detailed information in other banks. This information may be used, provided such use is consistent with the main uses of the information, to ensure that personnel actions within government institutions are coordinated in the interests of both the individual and the employer. The Employee Personnel Record relating to an employee is under the control of his/her current employing institution and contains information concerning personal characteristics, including age and sex; social insurance number; home address; citizenship; education, including transcripts, certificates and diplomas; non-government employment history; career resumes and references; geographical and organization location; appointments, transfers, promotions and demotions; periods of employment, including probationary periods, lay-offs and tenure; classification including position numbers, groups, levels, titles and salaries; superannuation and insurance, including names of beneficiaries. Also included, where applicable, is information concerning military service, including periods and areas of service; collective bargaining exclusion, including designation status and bargaining agent identification; professional achievements, including publications, patents and awards; passports and firearm permits related to employment; and termination of employment, including certificates and reasons for termination. The Employee Personnel Record contains summary records of decisions relating to staffing; attendance and leave; pay and benefits; training and development; decisions concerning compensation and fitness for work; official languages; discipline; and level of security clearance. The major series of information concerning these topics is, however, found in the various other Standard Banks. The Employee Personnel Record may not include the personal

information actually used to make decisions in the areas noted above. **Class of Individuals:** Employees of the Corporation. **Purpose:** To provide documentation and authorization of appointments, transfers, promotions, demotions, termination of employment and superannuation. **Consistent Uses:** To authenticate decisions on staffing, attendance and leave; pay and benefits; training and development; occupational health and safety; official languages; discipline; and level of security clearance, as well as verifying employment references. Information is also provided to Supply and Services Canada to facilitate payment of salaries; to various provincial health insurance plans; to group insurers, where applicable; to unions for dues check-off purposes and to National Health and Welfare for pension purposes. **Retention and Disposal Standards:** Retained by the current employing institution for the duration of employment plus one year and then transferred to the control of National Archives of Canada. The information is destroyed when the individual reaches the age of seventy, or two years after the death of the individual, provided two years have elapsed since the last administrative action concerning the information. For records relating to disciplinary action, the time limit for disposal is that specified in applicable collective agreements or three years following the date of disciplinary action, provided no further disciplinary action has been recorded in the meantime. **PAC Number:** 85-001 **TBS Registration:** 000308 **Bank Number:** CFD PPE 801

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Conflict of Interest and Post-Employment Code

Employment Equity Program

Identification and Building-Pass Cards

Official Languages

Parking

Pay and Benefits

Training and Development

Travel and Relocation

Canadian Food Inspection Agency

Chapter 26

Particular Banks

Acquisition Card Applications

Description: Information collected for the purpose of Acquisition Card Issuance. Topics include full name, date of birth, mother's maiden name, sex, employee status and job title. **Class of Individuals:** The Acquisition Card Coordinator and Acquisition Card suppliers will require this information. **Purpose:** Both the Acquisition Card Coordinator and the Acquisition Card suppliers require this information for security and identification purposes, in order to issue Government of Canada Acquisition Cards. **Consistent Uses:** This information will be maintained by the Acquisition Card Coordinator in order to provide accurate and secure service to cardholders on a daily basis. **Retention and Disposal Standards:** These files will be retained for 6 years. **TBS Registration:** 004441 **Bank Number:** CFIA PPE 830

Departmental and Interdepartmental Assignments

Description: This bank contains information on employees on assignment and/or seeking assignments within and outside the department such as names, curriculum vitae, assignment agreements, approval of agreements. **Class of Individuals:** Employees on assignments with Canadian Food Inspection Agency / Agriculture and Agri-Food Canada and other Departments. **Purpose:** To monitor and to ensure that all facts on the agreement are respected. **Consistent Uses:** The information is used for information purposes, for statistical purposes and for human resources planning. **Retention and Disposal Standards:** This information is kept for three years after completion of secondment agreement. **PAC Number:** 86-001 **Related to PR#:** CFIA 927 **TBS Registration:** 002699 **Bank Number:** CFIA PPE 821

Employee Personnel Record

Description: This bank provides a summary record of an individual's employment with government institutions. It is maintained for the purpose of facilitating personnel administration. Information about an individual may be used in decisions relating to the areas of: staffing, attendance and leave, pay and benefits, training and development, occupational health and safety, official languages, discipline, and level of security, where information in one area may affect a decision in another area. In the above cases, the information in this bank summarizes and refers to more detailed information in other banks. This information may be used, provided such use is consistent with the main uses of the information, to ensure that personnel actions within government institutions are co-ordinated in the interests of both the individual and the employer. The Employee Personnel Record relating to an employee is under the control of his/her current employing institution and contains information concerning personal characteristics, including age and sex; Personal Record Identifier (PRI); home address; citizenship; education, including

transcripts, certificates and diplomas; non- government employment history; career resumes and references; geographical and organization location; appointments, transfers, promotions and demotions; periods of employment, including probationary periods, lay-offs and tenure; classification including position numbers, groups, levels, titles and salaries; superannuation and insurance, including names of beneficiaries, performance appraisals; may include language proficiency, leave and attendance records. Also included, where applicable, is information concerning military service, including periods and areas of service; collective bargaining exclusion, including designation status and bargaining agent identification; professional achievements, including publications, patents and awards; passports and firearm permits related to employment; and termination of employment, including certificates and reasons for termination. The Employee Personnel Record contains summary records of decisions relating to staffing; attendance and leave; pay and benefits; training and development; decisions concerning compensation and fitness for work; official languages; discipline; and level of security clearance. The major series of information concerning these topics is, however, found in the various other Standard Banks. The Employee Personnel Record may not include the personal information actually used to make decisions in the areas noted above. **Class of Individuals:** Agency employees. **Purpose:** To provide documentation and authorization of appointments, transfers, promotions, demotions, termination of employment and superannuation. **Consistent Uses:** To authenticate decisions on staffing, attendance and leave; pay and benefits; training and development; occupational health and safety; official languages; discipline; and level of security clearance, as well as verifying employment references. Information is also provided to Public Works Government Services Canada to facilitate payment of salaries; to various provincial health insurance plans; to group insurers, where applicable; to unions for dues check-off purposes and to Health Canada for pension purposes. **Retention and Disposal Standards:** Retained by the current employing institution for the duration of employment plus one year and then transferred to the control of National Archives of Canada. Should the employee move to another government department, the file is transferred as well. The information is destroyed when the individual reaches the age of eighty, or two years after the death of the individual, provided two years have elapsed since the last administrative action concerning the information. For records relating to disciplinary action, the time limit for disposal is that specified in applicable collective agreements or two years following the date of disciplinary action, provided no further disciplinary action has been recorded in the meantime. In cases where a disciplinary action has been rescinded, onus is on the institution to ensure that the documentation of the action concerned is immediately destroyed. Records of individuals, if judged

by the National Archivist to be of historical interest or archival value, are retained permanently by the National Archives of Canada. **PAC Number:** 85-001 **Related to PR#:** CFIA 860 **TBS Registration:** 000913 **Bank Number:** CFIA PPE 808

Employment Equity Database

Description: Database will contain information of what one or more designated group the employee has self-identified as belonging to (visible minority, persons with disabilities, women and Aboriginal People). It will break down the sub-group (if indicated by the employee) as to what sub-group the employee has self-identified in for the visible minority and persons with disabilities. It will also contain whether or not the employee would like to disclose the information for HR Management purposes (to be considered for various initiatives, participate in selection boards, etc.). **Class of Individuals:** All employees of the Canadian Food Inspection Agency. **Purpose:** To capture and retain EE data on employees of the Agency in order to produce statistical reports meeting legal obligations outlined in the EE Act and to be used for HR planning and management goal setting and program development. The data collected will be queried on for various different statistical reporting purposes, i.e. occupational group and level and how representative the Agency is with respect to the Canadian workforce. **Consistent uses:** The information is to be used for the purpose of the bank. **Retention and Disposal Standards:** The records are retained for a period of 5 years. **TBS Registration:** 004421 **Bank Number:** CFIA PPE 803

Employment Equity Program

Description: This bank contains information on employees; such as classification, branch, tenure, (status of employment, term etc.). Information is collected by means of a voluntary questionnaire. Respondents are asked whether they are male, female; whether they are of aboriginal descent; if they have disabilities; and if they are members of a visible minority. Name and Personal Record Identifier (PRI) are used as employee identifiers but are requested on a voluntary basis. **Class of Individuals:** Departmental employees **Purpose:** This bank provides documentation for the implementation of the employment equity policy in government institutions falling under the Public Service Staff Relations Act, Part 1, Schedule 1. Data is collected to provide a comprehensive picture of employees by sex and by designated group status (e.g. women, Aboriginals, persons with disabilities (physical or mental) and members of visible minority groups). The Personal Record Identifier (PRI) is used for the purpose of identification and to ensure consistency in administration in pay and benefits. Use of the PRI is required mandatory for this bank. **Consistent Uses:** The information gathered will be used for institutional purposes in the government's Employment Equity program to identify and eliminate systemic discrimination in employment and to introduce temporary special measures to ensure that designated groups participate in and are equitably represented and distributed in the Federal Public Service. It may also be used for training, development, policy and planning purposes related to Employment Equity. **Retention and Disposal Standards:**

SOS performed on quarterly basis. **PAC Number:** 85-001 **Related to PR#:** CFIA 860 **TBS Registration:** 003648 **Bank Number:** CFIA PPE 818

Executive Group Personnel Record

Description: This bank contains the PRI No., Name, Branch, Group and Level, Status, Status Start Date, Status end date, Region location, sex, language, appointment to level, appointment to position,, appointment to region, supervisor's name, orientation course, performance appraisals from appointment date at the Executive Group level to present. **Class of Individuals:** Members of the Executive Group in Canadian Food Inspection Agency. **Purpose:** To help in the staffing of Executive Group. **Consistent Uses:** To update and maintain staffing information on members of the Executive Group. **Retention and Disposal Standards:** Records are kept for a period of 2 years. **PAC Number:** 86-001 **Related to PR#:** CFIA 860 **TBS Registration:** 002698 **Bank Number:** CFIA PPE 819

Expenditure Accounts – Departmental Employees

Description: This bank contains such records as claims, authorizations, expense reports, receipts, cheque requisitions, advances, correspondence and other supporting documents relating to expenses being reimbursed, fees being paid, claims being settled, and other payments. **Class of Individuals:** Employees of the Agency claiming travel, relocation and hospitality expenses; course fees, membership fees; and other payments. **Purpose:** This bank is used for the payment of invoices and claims to employees of the Agency claiming travel, relocation and hospitality expenses; course fees; membership fees; and other payments. The Social Insurance Number (SIN) is used for the purpose of identification and to ensure consistency in administration in pay and benefits. Provisions of the SIN is mandatory for this bank, subject to exemption of some individuals under special circumstances. **Consistent Uses:** Records are also used for the issuance of statements of taxable benefits for income tax purposes. **Retention and Disposal Standards:** Records are retained for six years. **PAC Number:** 86-001 **Related to PR#:** CFIA 914 **TBS Registration:** 002285 **Bank Number:** CFIA PPE 817

Garnishment

Description: The purpose of this bank is to provide documentation for garnishment proceedings for the administration of pay and benefits within the Department. **Class of Individuals:** Information is held on employees of the Canadian Food Inspection Agency against whom garnishment proceedings have been taken. **Purpose:** To enable execution of orders of garnishment attachment or diversion of funds in accordance with the Garnishment Attachment and Pension Diversion Act. **Consistent Uses:** This bank is also used to approve deductions from salary. **Retention and Disposal Standards:** Files are retained two years after debt is paid. If the employee moves to another department before the debt is paid, the file follows. If the employee moves to another department after the debt is paid, the file remains with the Agency and is destroyed after the two-year period. **PAC Number:** 86-001 **Related to PR#:** CFIA 925 **TBS Registration:** 002048 **Bank Number:** CFIA PPE 807

Human Resource Information System (HRIS)

Description: This bank contains records relating to employees and positions. It includes staffing transactions, such as appointments, transfers, promotions and demotions; previous employment history, performance appraisals and assessments; periods of employment and other classifications such as geographical and organization location, position number, group level, title, salary, collective bargaining and official languages status. It also includes leave and overtime status as well as rating factor scores, a job summary and a linguistic profile on each position. Additional data include appraisal results and addresses. The bank also contains data related to the employees leave transactions and overtime earned. Individuals seeking access to this bank should specify position title and employment location and dates. Individuals seeking access to computerized records that may exist on them must so specify. **Class of Individuals:** All employees and executives of Canadian Food Inspection Agency. **Purpose:** The purpose of this bank is to support the efficient management and utilization of human resources. The Personal Record Identifier (PRI) is used for the purpose of identification and to ensure consistency in administration in pay and benefits. Provisions of the PRI is mandatory for this bank, subject to exemption of some individuals under special circumstances. **Consistent Uses:** The records are used to facilitate such human resource management and employee development functions as career management and internal staffing (e.g., manpower inventory searches), human resource development, and personnel applied research (e.g., projecting attrition rates and making other labour supply and demand forecasts, human rights, employment equity). Data within the Human Resource Information System is shared with the departmental Security Information System and the Parking Administration System so that information in these two systems is kept current. This is done on a continuous basis. **Retention and Disposal Standards:** Computerized records are updated as required (usually daily from a SSC electronic transfer) or from on-line transactions by line managers. Data is retained for 5 years and then transferred to National Archives of Canada. **PAC Number:** 86-001 **Related to PR#:** CFIA 920, 923, 925, 927 **TBS Registration:** 002284 **Bank Number:** CFIA PPE 814

Internal Investigations

Description: This bank contains investigative reports and correspondence between Agency officials with respect to the confirmation or refutation of allegations against employees. **Class of Individuals:** Present or former employees of the Canadian Food Inspection Agency. **Purpose:** To record all information concerning alleged or suspected misconduct arising from involvement in violations of Canadian Food Inspection Agency Acts and Regulations or other laws which could adversely affect the Agency. **Consistent Uses:** To determine an appropriate course of action, including disciplinary measures or prosecution. **Retention and Disposal Standards:** Records are destroyed five years after the case is closed. **PAC Number:** 86-001 **Related to PR#:** CFIA 860 **TBS Registration:** 002094 **Bank Number:** CFIA PPE 811

Managerial Profile

Description: Collection of data on the knowledge factors and identification of the aggregate difference between the management abilities of an individual and the profile. **Class of Individuals:** All employees of Canadian Food Inspection Agency occupying positions from EX minus 2 to top of Executive Group. **Purpose:** The purpose of identifying this difference, described above, is to provide managers, at all levels, with greater opportunities to grow, professionally and personally, by focusing their training and development on specific abilities. **Consistent Uses:** Same as for 'Purpose'. **Retention and Disposal Standards:** Minimum retention of 5 years as per authority. **PAC Number:** 86-001 **Related to PR#:** CFIA 860 **TBS Registration:** 002946 **Bank Number:** CFIA PPE 820

Parking

Description: This bank contains permit applications and correspondence regarding parking of motor vehicles on government-owned or -leased property, medical information used in issuing preferred parking permits to the physically handicapped, and violations. Records for deductions for payment of parking fees are included in the Pay and Benefits Bank. Records of parking violations are maintained by the RCMP. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose of this bank is to maintain information for the administration and control of parking privileges. **Consistent Uses:** The information is also used to issue parking permits and control parking privileges. The departmental Parking Administration System is linked to the Human Resource Information System to keep information current and to update the Parking Administration System on a continuous basis. **Retention and Disposal Standards:** Records are destroyed two years after the permit expires, except for medical information which is retained in the employee's file. **PAC Number:** 85-001 **Related to PR#:** CFIA 913 **TBS Registration:** 002283 **Bank Number:** CFIA PPE 816

Priority Placement System

Description: The content of the data base consists of 3 different screens. 1) Basic data which comprise of the first and last name of the priority employees priority type, reason for surplus, department, region, directorate, position number, first official language, sex, advisor name and phone number and if the employee has been offered and accepted the Early Retirement Incentive (ERI) or the Early Departure Incentive (EDI). 2) Marketing Fata which contains the start and end date of priority, their mobility, the work location, their availability for work, their second language, results and dates that they were tested their willingness to accept a lower level position, the possible group and level acceptable, the title of their actual position, their skill profile, their education and experience and their home and business telephone numbers. 3) Outcome (Managers cannot access this screen, it can only be accessed by the HRB unit for statistical purposes.) This screen contains information on employees who have accepted positions, who have resigned from the Public Service, laid-off and entail details such as whether they are salary protected, whether they

have been retrained and at what cost. Information on employees paid out benefit such as pay in view, separation benefits, turnkey payments and retention payments. **Class of Individuals:** Priority employees. **Purpose:** To market our employees who have been put on priority for other suitable employment. **Consistent Uses:** There will be no other use of this information. **Retention and Disposal Standards:** Two years after the last administrative use. **PAC Number:** 78-001 **Related to PR#:** CFIA 920 **TBS Registration:** 003320 **Bank Number:** CFIA PPE 800

Reliability Checks

Description: The bank contains such information as Canadian Police Information Centre (CPIC) checks and, if applicable, civil fingerprint forms, investigative reports and criminal records. **Class of Individuals:** Prospective and existing Canadian Food Inspection Agency employees who do not have a security clearance, but who require reliability checks because of their ready access to sensitive information or valuable assets. **Purpose:** To help ensure that prospective and existing Canadian Food Inspection Agency employees who are subject to the reliability check meet the standards of reliability and trustworthiness required by their duties or tasks. **Consistent Uses:** The records are used to help determine an individual's reliability. Identifying information is disclosed to the RCMP, in order to determine whether individuals have criminal records. **Retention and Disposal Standards:** Records are retained for two years after last administrative use (which is usually upon transfer, promotion or termination of employment) and then destroyed. If notified that a pardon has been granted, the Agency destroys the criminal record in question or any reference thereto immediately. **Related to PR#:** CFIA 860 **TBS Registration:** 002099 **Bank Number:** CFIA PPE 813

Request for Transfer File

Description: The bank contains transfer requests from individuals from within the Agency and outside departments. Records may contain personal résumés. Performance appraisals may also be included. **Class of Individuals:** Employees of Canadian Food Inspection Agency and outside departments. **Purpose:** To provide a record of information used in staffing positions in a government institution. **Consistent Uses:** To select possible candidates to staff positions on a transfer basis within Canadian Food Inspection Agency. **Retention and Disposal Standards:** Records are kept for a period of 2 years. **PAC Number:** 86-001 **Related to PR#:** CFIA 860 **TBS Registration:** 002701 **Bank Number:** CFIA PPE 822

Security Clearances

Description: This bank contains completed personal histories; summaries of Canadian Security Intelligence Services (CSIS) previously RCMP Security Services) investigations; fingerprint cards; criminal histories; security briefings and correspondence related to the security clearances of individuals working or applying for work with the federal government by way of appointment, assignment or contract. Notation of level of clearance may be attached to the employee Personnel Record.

Details of CSIS investigations are maintained in a CSIS personal information bank. **Class of Individuals:** Individuals working or applying for work with Canadian Food Inspection Agency by way of appointment, assignment or contract. **Purpose:** The purpose of this bank is to record information pertinent to the determination of the appropriate level of security clearance for individuals working or applying for work with Canadian Food Inspection Agency by way of appointment, assignment or contract whose position requires a security classification; to determine the level of security clearance; and to provide information for the administration of government security measures. In making decisions on levels of clearance, Canadian Food Inspection Agency may refer only to the information contained in this bank and not to investigate information contained in the CSIS bank. **Consistent Uses:** To support decisions on transfers, promotions, discipline and termination of employment. The departmental Security Information System is linked to the Human Resources Information System to obtain current information on employees and to update the Security Information System on a continuous basis. **Retention and Disposal Standards:** Two years after an employee leaves Canadian Food Inspection Agency after which the records are destroyed. **Related to PR#:** CFIA 852 **TBS Registration:** 002943 **Bank Number:** CFIA PPE 826

Telecommunication

Description: This bank contains all or part of the following information about telecommunication equipment and services installed or available for use at departmental offices including details of long distance calls placed from a departmental telephone, lists of employees assigned government authorization codes allowing access to the Government Intercity Network and the cost associated with the equipment and use of these services. It may include call detail recording information for all local and/or long distance calls placed from departmental telephones. The information could consist of the originating number or extension, the number dialled, the location dialled, the date and time the call started and ended, the duration of the call, the route taken and cost. The above information is also available for long distance calls using government authorization codes. Telephone numbers dialled may include any telephone which is accessible locally or through the government intercity network, the commercial long distance service or other dedicated departmental networks. Since many telephone numbers or extensions are identified with specific employees, the call patterns and numbers dialled may reveal information about a specific departmental employee. **Class of Individuals:** Employees of the Agency. **Purpose:** This bank is compiled to facilitate telecommunication management. The call detail recording information is collected to provide a basis to calculate and charge the actual cost of services to departmental organizations. It also provides managers of organizational units with information to monitor the use of services and their related costs. **Consistent Uses:** This information is used for day-to-day telecommunication management, allocating actual costs based on utilization of services and to provide information on employees usage of the services to their respective

departmental manager. **Retention and Disposal**

Standards: These records are retained for two years except for the information on financial transactions is kept for six years. **Related to PR#:** CFIA 852 **TBS Registration:** 003319 **Bank Number:** CFIA PPE 827

Training and Development

Description: This bank contains personal data including course applications and evaluations; social insurance number; records of certificates; records of fee payments; and correspondence related to participation of employees in training and development activities, sponsored both by the government and operated by private organizations. It should be noted that participation and achievement records are attached to the Employee Personnel Record and that information on an employee's needs for individual development related to performance is contained in the Performance Reviews and Employee Appraisals Bank. It also contains applications for personal and professional developmental programs. **Class of Individuals:** Employees of the Agency. **Purpose:** To provide documentation for the administration and the application to training and development programs within government institutions. The Social Insurance Number (SIN) is used for the purpose of identification and to ensure consistency in administration in pay and benefits. Provisions of the SIN is mandatory for this bank, subject to exemption of some individuals under special circumstances. **Consistent Uses:** To approve and register the participation of employees in training and development activities and to certify the achievements of employees. **Retention and Disposal Standards:** Records are destroyed two years after completion of the particular training and development undertaken by an employee. **PAC Number:** 85-001 **Related to PR#:** CFIA 927 **TBS Registration:** 000917 **Bank Number:** CFIA PPE 810

Travel and Relocation

Description: This bank contains authorized requests for departmental credit cards and individual credit cards, foreign travel, relocations, advances, claims, travel arrangements and itineraries, information on passports

and visas and correspondence concerning travel and relocation of employees. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose of this bank is to obtain authorization at the corporate level (required by policy) regarding credit cards, travel and relocation, and to obtain passports and visas for employees travelling overseas. **Consistent Uses:** The information is also used to administer the travel and relocation functions with respect to their approval and to issue credit cards, passports and visas. **Retention and Disposal Standards:** Records are destroyed six years following the fiscal year in which the travel or relocation claim was settled except for credit cards, which are retained until the expiry date. **PAC Number:** 85-001 **Related to PR#:** CFIA 852 **TBS Registration:** 002282 **Bank Number:** CFIA PPE 815

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Security Clearances

Vehicle, Ship, Boat and Aircraft Accidents

Canadian Forces Grievance Board

Chapter 27

Particular Bank

Canadian Forces Member Grievance References

Description: This bank contains information, forwarding comments, recommendations and decisions resulting from grievances submitted by members of the Canadian Forces and referred to the Canadian Forces Grievance Board by the Chief of Defence Staff. In addition to the requirements indicated on the Personal Information Request Form, individuals must provide their full name and service number. Individuals wishing to access only specific information should identify the material desired to

expedite the processing of their requests. **Class of Individuals:** Members of the Canadian Forces who have submitted grievances which have been referred to the Canadian Forces Grievance Board by the Chief of Defence Staff. **Purpose:** The information is used by the Canadian Forces Grievance Board in dealing with grievances referred to the Board pursuant to the National Defence Act. **Consistent Uses:** The information may be used for research, planning, evaluation and statistical purposes. It may also be used in the dissemination of precedents, and in the preparation of reports pursuant to the National Defence Act. **Retention and Disposal**

Standards: These records are kept for seven years and are then destroyed, unless they form part of substantial and precedent-setting grievance case files meeting specific criteria. **TBS Registration:** 004448 **Bank Number:** CFGB PPE 801

Standard Bank

These banks consist of administrative information which many government institutions maintain about their employees. Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Electronic Network Monitoring Logs

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Security Clearances

Staffing

Training and Development

Travel and Relocation

Canadian Heritage

Chapter 28

Particular Banks

Accounts Payable/Employee Accounts

Description: This bank contains authorizations, advances, claims, supplier invoices, travel arrangements and itineraries, correspondence concerning travel, relocation or posting of employees, expense reports, receipts, correspondence and other supporting documents relating to expenses being reimbursed, fees being paid, claims being settled, other payments and cheque requisitions. Records of transactions also exist in automated form in the Accounts Payable Sub-system. Individuals seeking access to this bank should specify whether they are an employee, contractor or claimant and provide details of the payment such as location, type and dates. **Class of Individuals:** Employees claiming travel and hospitality expenses, relocation expenses, education course fees, isolation allowances and membership fees, awards, ex gratia and other sundry payments; suppliers of goods and services provided to the Department; and individuals on contract. **Purpose:** The purpose of this bank is to support the accounts payable/employee accounts function, which is to make non-payroll payments in accordance with authorizations. **Consistent Uses:** The records are used to substantiate and issue cheques for the above-noted supplier invoices, expenses, fees, claims and other payments; for planning, budgeting and audit purposes; and to provide reports concerning international travel, first class and business class air travel, child care expenses, extended travel versus short-term relocation and the use of private vehicles to the Treasury Board Secretariat, as requested.

Limited information is disclosed to Public Works and Government Services Canada to facilitate cheque issue.

Retention and Disposal Standards: The records are retained for six fiscal years following the fiscal year during which the claim was settled. **PAC Number:** 86-001 **Related to PR#:** CH ARO 095 **TBS Registration:** 002162 **Bank Number:** CH PPE 804

Career Management

Description: This bank contains personal information on employees, specifically career profiles and curriculum vitae, as well as all other documentation related to employee career plan training and development, secondments, or appointments. This information has been collected by means of a questionnaire and interviews or compiled from employee files or automated data systems. **Class of Individuals:** Employees of the Department. **Purpose:** The purpose of this bank is to record data essential for the Administration of the Career Management program. It also aims to ensure efficient use of human resources and to increase the productivity and satisfaction of employees in the workplace. **Consistent Uses:** The information gathered will be used to counsel employees participating in the Career Management Program. The information may also be used to assess the compatibility between the employee profile and workplace profile. **Retention and Disposal Standards:** Records are destroyed two years after the employee has left the Department. Records will be kept for employees remaining with the Department. **PAC Number:** 86-001 **TBS Registration:** 002074 **Bank Number:** CH PPE 801

Security Services Investigation Files

Description: This bank contains personal information on individuals who have been involved in criminal and miscellaneous incidents or security violations and infractions investigated by Security Services. This bank consists of investigation and occurrence reports, written statements, documentary exhibits and other related correspondence. Persons are identified by date of birth, name and initials. The report in which they are mentioned is identified by the assigned file index number, the type of incident or infraction and the date of its occurrence. Information in this bank may be maintained on paper documents and automated form. **Class of Individuals:** Employees of the Department and contractors dealing with the Department. **Purpose:** The purpose of this bank is to record information on security violations and infractions in order to evaluate trends in criminal activities, assess awareness and application of security measures and determine the need for and nature of disciplinary action. **Consistent Uses:** This information is used by departmental authorities to support decisions regarding disciplinary measures, security and reliability screening, criminal actions, investigations, and suppression of crime, as well as for planning, evaluation and statistical purposes. **Retention and Disposal Standards:** The information in this bank is retained for two years following an employee's termination with the Department and five years for cases where a person is not an employee of the Department, it is then destroyed. **Related to PR#:** CH ARO 095 **TBS Registration:** 002165 **Bank Number:** CH PPE 803

Workforce Adjustment

Description: This bank contains personal information on individuals who are subject to workforce adjustment. The bank consists of questionnaires, reports on interviews, individuals or specific situations assessment reports, pertinent correspondence, résumés, etc. **Class of Individuals:** Indeterminate employees of the Department. **Purpose:** The purpose of this bank is to record information which should help assess individuals in order

to facilitate their redeployment as priority employees of this department. **Consistent Uses:** This information will be used to feed the manual or automated system which is required for the management of the departmental priorities. Part of this information is also provided to Central Agencies. **Retention and Disposal Standards:** To be determined. **TBS Registration:** 003383 **Bank Number:** CH PPE 806

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Canadian Human Rights Commission

Chapter 29

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Reliability Checks

Security Clearances
Staffing

Training and Development
Travel and Relocation

Canadian Institutes of Health Research

Chapter 30

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Personnel Record

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Reliability Checks

Security Clearances

Staffing

Training and Development

Travel and Relocation

Canadian International Development Agency

Chapter 31

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Security Clearances

Staffing

Training and Development

Travel and Relocation

Canadian International Trade Tribunal

Chapter 32

Particular Banks

Conflict of Interest

Description: This bank contains voluntary disclosures by employees concerning potential conflict of interest situations and investigation reports and correspondence about potential and actual employee conflicts between the private interests or holdings of employees and their official duties. **Class of Individuals:** Tribunal employees.

Purpose: The purpose of this bank is to maintain information about potential and actual conflict of interest situations for employees of a government institution, to record potential conflicts of interest and to resolve actual conflicts of interest. **Consistent Uses:** To support decisions on transfers, discipline and termination of employment. **Retention and Disposal Standards:** Two years after potential conflict of interest no longer exists or actual conflict of interest has been resolved,

after which the records are destroyed. *PAC Number:* 85-001 *TBS Registration:* 002489 *Bank Number:* CTT PPE 801

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Discipline

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Reliability Checks

Security Clearances

Staffing

Training and Development

Travel and Relocation

Canadian Museum of Civilization

Chapter 33

Particular Banks

Vehicle Accidents

Description: This bank contains reports on accidents; claims of damages; legal decisions; settlement transactions and correspondence concerning accidents involving government-owned and leased vehicles, as well as privately-owned vehicles used on official business.

Class of Individuals: This bank relates to individuals employed by the CMCC. *Purpose:* To determine liability for such accidents and to approve damage settlements.

Retention and Disposal Standards: Two years after the settlement of individual claims, after which the files are destroyed. *PAC Number:* 86-001 *TBS Registration:* 000380 *Bank Number:* CMC PPE 801

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Security Clearances

Staffing

Training and Development

Travel and Relocation

Canadian Museum of Nature

Chapter 34

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Personnel Record

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Reliability Checks

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Canadian Nuclear Safety Commission

Chapter 35

Particular Banks

Advisory Committee Members

Description: The CNSC maintains two advisory committees whose members come from industry, universities and other institutions. The committees report to the President of the CNSC. **Class of Individuals:** Radiological and nuclear safety specialists. **Purpose:** The purpose of this bank is to record information relating to the recruiting of members, and may include names and details concerning present employment and experience. **Retention and Disposal Standards:** Records are retained for two years before being transferred to the National Archives of Canada. **PAC Number:** 91-024 **TBS Registration:** 004116 **Bank Number:** AEB PPE 801

CNSC Inspectors: Certification Record

Description: CNSC staff may act as inspectors under the Regulations. Personal data of staff so designated remain in the individual's personal file, but correspondence relating simply to appointment is a separate bank. **Class of Individuals:** Employees of the CNSC. **Purpose:** The principal purpose of the bank is to provide an up-to-date status of appointments and it contains only names and subject area for inspection purposes. **Retention and Disposal Standards:** Records are retained for 5 years and then destroyed. **TBS Registration:** 004118 **Bank Number:** AEB PPE 803

Radiation Exposure Records: CNSC Staff

Description: This bank contains a record of doses received by CNSC employees. Values are cumulated on a periodic basis. **Class of Individuals:** Employees of the

CNSC. **Purpose:** The purpose of the bank is to maintain a record of doses received by CNSC staff while carrying out their duties. **Retention and Disposal Standards:** Records are kept for 75 years. **PAC Number:** 91-024 **TBS Registration:** 004117 **Bank Number:** AEB PPE 802

CNSC Leadership Assessments

Description: This bank contains information related to the assessment of management leadership competencies at the CNSC. It contains Candidate Assessment Reports, scores and narrative descriptions related to various self-analysis and assessment centre analysis tools, biographical and position related information of the candidates, and other related information. Candidates are identified by number only. **Class of Individuals:** CNSC management. **Purpose:** This bank will contain information on individuals' leadership and management competencies. Such information will be used in development, training, succession planning, assignment, and selection decisions. **Retention and Disposal Standards:** Records are retained for 7 years and then destroyed. **TBS Registration:** 004119 **Bank Number:** AEB PPE 804

Medical Records

Description: This bank contains the following types of information: medical, laboratory tests and reports. Persons seeking access to this information must supply their full name, date of birth and location of the record sought. **Class of Individuals:** Federal public servants and former public servants. **Purpose:** The purpose of this bank is to maintain occupational health records for

federal public servants including surveillance and maintenance of occupational and environmental health factors, pre-employment and periodic medicals, first aid treatment in the work place. **Consistent Uses:** To establish that the worker is fit for the job. **Retention and Disposal Standards:** Records are retained until the person reaches age 75, if no longer employed by the CNSC. If the employee is 70 years of age or over, the file will be retained for five years after the last examination. Upon expiry of the retention period, the records will be destroyed by the CNSC. **TBS Registration:** 004120 **Bank Number:** AEB PPE 805

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Reliability Checks

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Canadian Polar Commission

Chapter 36

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Employee Personnel Record

Identification and Building-Pass Cards

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Security Clearances

Staffing

Training and Development

Travel and Relocation

Canadian Radio-television and Telecommunications Commission

Chapter 37

Particular Banks

Deployments

Description: The purpose of this bank is to maintain an inventory of candidates interested in deployments. It includes résumés from public servants, including letters of reference, proof of education and second language skills.

Class of Individuals: Public servants within and outside the Commission. **Purpose:** The bank would identify potential employees for deployment to jobs within and outside the Commission. **Consistent Uses:** None.

Retention and Disposal Standards: Records will be

retained for two years and then destroyed. **PAC Number:** 86-001 **TBS Registration:** 003266 **Bank Number:** CRT PPE 805

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline**Employee Personnel Record****Employment Equity Program****Grievances****Harassment****Identification and Building-Pass Cards****Occupational Safety and Health****Official Languages****Parking****Pay and Benefits****Performance Reviews and Employee Appraisals****Reliability Checks****Security Clearances****Staffing****Training and Development****Travel and Relocation****Vehicle, Ship, Boat and Aircraft Accidents**

Canadian Security Intelligence Service

Chapter 38

Particular Banks

Classification Redress

Description: This bank contains CSIS positions classification redress requests, acknowledgement letters, Redress Committee reports, decision notification memoranda and any other recorded personal information pertaining to the resolution of the request. Individuals must identify the position number and the approximate date of the redress request to locate and retrieve the information of interest. **Class of Individuals:** CSIS employees. **Purpose:** The purpose of this bank is to facilitate access to personal information obtained or prepared in the course of resolving a redress request. **Consistent Uses:** Information in this bank may be used in the resolution of any subsequent grievance or appeal relative to the CSIS position classification. Information in this bank may also be used for research, planning, audit and statistical purposes. **Retention and Disposal Standards:** Records are destroyed five years after the most recent administrative activity in relation to an individual case. **TBS Registration:** 003631 **Bank Number:** SIS PPE 830

Conduct and Discipline

Description: This bank contains notices of disciplinary action and correspondence about employee misconduct in respect to terms and conditions of employment; testimony by witnesses; legal opinions; investigations of possible breaches of conduct and analysis reports of these investigations. It is important to note that notices of disciplinary action may be attached to the Employee Personnel Record. **Class of Individuals:** Employees of CSIS, other than persons attached or seconded to the Service. **Purpose:** The purpose of this bank is to maintain information used in disciplinary actions in CSIS and to determine the need for and nature of disciplinary actions. **Consistent Uses:** To support decisions on pay and benefits; attendance and leave; internal security; transfer, demotion and termination of employment. This information may also be used for research, audit,

planning, evaluation and statistical purposes. **Retention and Disposal Standards:** Reviewed for disposal two years following the date of the disciplinary action, provided no further disciplinary action has been recorded in the meantime. In cases where a disciplinary action has been rescinded, or a breach of conduct allegation is determined to be unfounded, the documentation of the action concerned may be immediately destroyed following a written request from the employee concerned. **TBS Registration:** 002144 **Bank number:** SIS PPE 817

Conflict of Interest

Description: This bank contains (1) documents indicating that an employee has read and understood CSIS Conflict of Interest (COI) policy and agrees to respect such policy as a condition of employment and indicating whether or not an employee has assets or interests incompatible, or potentially incompatible, with the performance of their duties; (2) confidential reports of assets or interests incompatible, or potentially incompatible, with the performance of their duties; (3) investigation reports and correspondence about real, potential or apparent conflicts of interest emanating from an incompatibility, or a potential incompatibility, between an employee's personal affairs and the performance of their duties. **Class of Individuals:** Employees of CSIS. **Purpose:** The purpose of this bank is to maintain information (1) as to whether an employee has read and understood CSIS COI policy and agreed to observe it as a condition of employment; (2) about real, potential or apparent conflict of interest situations for CSIS employees; (3) to record real, potential or apparent conflicts of interest; (4) to record any post-employment compliance action required of the employee. **Consistent Uses:** To resolve situations of real, potential or apparent conflict of interest and to support decisions on transfers and discipline if conflicts of interest exist and are not resolved. To enable designated officials to determine whether a former employee, to whom post-employment compliance measures apply, is in compliance. Information in this bank may also be used for audit purposes. **Retention and Disposal Standards:**

Retained by CSIS for the duration of employment plus two years after which the records are reviewed for disposal. **TBS Registration:** 003299 **Bank Number:** SIS PPE 826

CSIS Personnel Services

Description: This bank contains personnel characteristics, including age and gender, personnel record identifier; home address; citizenship; education, including transcripts, certificates and diplomas; official languages, including records of course enrolment, attendance, applications and qualifications, language requirements of positions and bilingual bonus; non-government employment history; career resumes and references; geographical and organizational location; appointments, transfers; performance reviews and employee appraisals, including the level of employee's work performance in terms of skills, abilities, accomplishments, interests, and any management level assessments, both internal and external; promotions and demotions; periods of employment, including probationary periods, layoffs and tenure; classification including position numbers, groups, levels, titles and salaries; superannuation and insurance, including names of beneficiaries. Also included, where applicable, is information concerning military service, including periods and areas of service; collective bargaining exclusion, including designation status and bargaining agent identification; professional achievements, publications, patents and awards; passports and firearm permits related to employment; and termination of employment, including certificates and reasons for termination. In addition, this bank contains information on the examination, recommendations and any corrective measures taken by CSIS as a result of complaints made under the Official Languages Act. Individuals must state their involvement in the official languages complaint process to search and retrieve the records of interest. If interested, individuals must provide the approximate date of their management level assessment to retrieve this record from storage. This bank also contains a summary of records of decisions relating to staffing; attendance and leave, including the record of leave and attendance and physician certificates associated with sick leave; medical information for evaluation of benefit entitlements or for management decisions such as transfers or dismissals based on medical competency; succession planning, training and development; decisions concerning compensation and fitness for work; discipline; and level of security clearance. The major series of information concerning these topics is, however, found in the various other particular banks. **Class of Individuals:** CSIS employees and some job applicants (i.e. regarding official languages matters). **Purpose:** To facilitate the CSIS administrative and operational human resources program. **Consistent Uses:** Information in this bank may be used to ensure that human resourcing actions within CSIS are coordinated and authenticated in the interests of both the employee and CSIS, including decisions on staffing, succession planning, health evaluations, employee assistance, employment equity and multiculturalism, pay and benefits, training and development, occupational health and safety, official languages, discipline, level of

security clearance and pension purposes. Information in this bank may also be used to verify employment references, and to draft letters of appreciation and letters of condolence when applicable. Information in this bank may be disclosed to Human Resources Development Canada, The Public Service Commission, public service bargaining agents, Statistics Canada, insurers of public service group insurance plans, the Public Service Staff Relations Board and other federal departments or agencies on a strict need-to-know basis. This system may be used as a source of information for linking with the following systems: Incumbent System, Leave Reporting System, Extra Duty Reporting System, Official Languages Reporting System, Mobility File, Entitlements and Deductions System, Leave Without Pay System, Training and Development Information System, Position Information Collection System and the EDP Statistical Systems bank (PSC PCE 761) held by the Public Service Commission or Treasury Board Secretariat. Information in this bank may be used as a source of information or for linking with other information sources for the purposes of fulfilling CSIS's legislated mandate. All linkages for the purposes of administering human resources and compensation activities are in compliance with the provisions of the Privacy Act. This information may also be used for research, audit, planning, evaluation and statistical purposes. **Retention and Disposal Standards:**

The CSIS employee personnel records are retained by CSIS at least until the individual reaches 90 years of age and 2 years have elapsed since the last administrative action or death occurred. When the record has been designated as having archival or historical value, the record shall be transferred to the control of the National Archives of Canada; and when the record has not been so designated, it shall be destroyed. The official languages record is retained by CSIS for five years after the last documentation then destroyed. Information concerning official languages course enrolment, attendance, applications and qualifications are destroyed two years after the date of the last correspondence. Records relating to performance reviews and employee appraisals are retained five years after termination of employment then reviewed for disposal. **TBS Registration:** 003784 **Bank Number:** SIS PPE 808

Employee Assistance

Description: This bank contains information treated in a confidential fashion that is relative to an employee's involvement in an Employee Assistance Program (EAP) including records obtained or prepared under contract; notice of voluntary referral; records of reference to, or reports and correspondence from, a health professional or rehabilitation agency. **Class of Individuals:** Employees, retired employees, their spouses and immediate family members. **Purpose:** The purpose of this bank is to record information necessary to the administration of the Employee Assistance Program, and to determine the need for employee assistance, counselling, and referrals for participation in rehabilitation programs. **Consistent Uses:** To support decisions regarding employee assistance measures. This information may also be used for research, audit, planning, evaluation and statistical purposes. **Retention and Disposal Standards:** Retained

a minimum of two years after the date of the most recent reference to employee assistance then reviewed for disposal. **PAC Number:** 86-001 **TBS Registration:** 002147 **Bank Number:** SIS PPE 820

Employee Security (formerly Security Clearances)

Description: This bank contains completed personal histories; summaries of Canadian Security Intelligence Service (CSIS), previously RCMP Security Service investigations; fingerprint cards; criminal histories; social insurance number, security briefings and correspondence related to the security clearances of employees, polygraph testing, including the results of polygraph examinations. Notation of level of clearance may be attached to the Employee Personnel Record. This bank also contains information on holiday travel where personnel security may be a concern, EDP audits and correspondence related to the employee. **Class of Individuals:** Employees of CSIS and applicants for employment, as well as contract and company personnel working under federal government contracts. **Purpose:** The purpose of this bank is to record information pertinent to the determination of the appropriate level of security clearance for employees in respect to terms and conditions of employment as it relates to the personnel management of employees; to determine the level of security clearance and to provide information for the administration of government security measures.

Consistent Uses: To support decisions on transfers, promotions, discipline, and continuation/termination of employment, the issuance of identification and building pass cards and to assist CSIS employees to identify other employees as persons authorized to be on CSIS premises. Information in this bank may also be used to ensure the terms and conditions of employment are adhered to as it relates to the personnel management of employees. This bank may be used as a source of information or for linking with other information sources for the purposes of fulfilling CSIS's legislated mandate. All linkages are in compliance with the provisions of the Privacy Act. This information may also be used for research, planning, audit, evaluation and statistical purposes. **Retention and Disposal Standards:** Information in this bank is retained until the individual is no longer employed by CSIS, then the information is destroyed after ten years. Information on unsuccessful applicants as well as contract employees is maintained for a minimum of ten years, then destroyed. **TBS Registration:** 002142 **Bank Number:** SIS PPE 815

Employees' Association

Description: This bank contains information on employees who have requested assistance from the CSIS Employees' Association, and includes documents or data relating to the resolution of complaints, grievances and/or disciplinary actions. **Class of Individuals:** All non-unionized employees, including term employees after six cumulative months of employment, except employees in the management cadre where the retention period exceeds the date the employee entered the management cadre. **Purpose:** The purpose of this bank is to maintain records relating to the representation of employees in the resolution of their complaints or

grievances, including those concerning the application of Human Resource policies, and assistance provided to employees facing potential disciplinary action. **Consistent Uses:** Only for administration within the Employees' Association. **Retention and Disposal Standards:** As a requirement of the Privacy Regulations, information is retained a minimum of two years after all avenues of appeal have been exhausted. The documentation may be immediately destroyed following a written request from the employee concerned. **PAC Number:** 96-012 **TBS Registration:** 003970 **Bank Number:** SIS PPE 831

Employment Equity and Multiculturalism Programs

Description: The bank contains personal information on employees and their interest in future participation in employment equity initiatives which is collected by means of questionnaires and/or interviews or compiled from employees' files or automated data systems. Respondents are asked to voluntarily identify themselves whether they are male or female, whether they are an aboriginal person, and whether they have a disability or are a member of a visible minority group. **Class of Individuals:** Employees of the Service. **Purpose:** This bank provides documentation for the implementation of the employment equity policy in CSIS. Data are collected to provide a comprehensive picture of employees by sex and by designated group status (e.g. women, aboriginal people, persons with disabilities and members of visible minority groups). This information is used to compile a personnel profile of employees and to compare the situation of designated group members with non-designated group members within the Service and with their counterparts in the Canadian labour market. All linkages for the purpose of administering the employment equity program are in compliance with the provisions of the Privacy Act. **Consistent Uses:** The department may collect data for statistical purposes, for purposes relating to individuals, or for both. The information gathered will be used for the Service's employment equity program to identify and eliminate systemic discrimination in employment and to introduce temporary special measures to ensure that designated groups participate in and are equitably represented in the Service. Information in this bank may also be used for audit purposes, and for policy and planning purposes related to employment equity. **Retention and Disposal Standards:** Individual employment equity records are retained for a minimum of two years, then reviewed for disposal. **TBS Registration:** 002133 **Bank Number:** SIS PPE 824

Grievances and Adjudications

Description: This bank contains presentations by employees and bargaining unit representatives; receipt notices and replies by management; testimony by witnesses; legal opinions; investigation and analysis reports; and correspondence about grievances and adjudications. **Class of Individuals:** Employees of CSIS. **Purpose:** The purpose of this bank is to record information used in the grievance and adjudication process through all levels up to and including the Public Service Staff Relations Board. **Consistent Uses:** Information contained in this bank is used exclusively to accommodate and, where possible, resolve grievances,

up to the point of referral to the Public Service Staff Relations Board. This information may also be used for research, audit, planning, evaluation and statistical purposes. **Retention and Disposal Standards:** Records related to grievances and adjudications are retained for five years after a final resolution of the matter has occurred, then reviewed for disposal. **TBS Registration:** 002143 **Bank Number:** SIS PPE 816

Harassment and Discrimination in the Workplace

Description: This bank contains letters of complaint regarding incidents of harassment and/or discrimination; records of interviews both with complainants and alleged harassers; records of interviews with witnesses to incidents; summations of management investigations and analyses of events and records of decisions taken about particular incidents. Such information must be retained as a separate record and not placed on the complainant's Employee Personnel Record. When a disciplinary action results from an investigation, information may be transferred to the Conduct and Discipline bank. (SIS PPE 817) **Class of Individuals:** Employees of CSIS **Purpose:** The purpose of this bank is to record information necessary for dealing with complaints of harassment and/or discrimination in the workplace, to make decisions in specific instances on whether or not harassment and/or discrimination is occurring, and when this is the case to determine the appropriate action, including disciplinary action, to be taken to end a harassment and/or discrimination situation. **Consistent Uses:** To support decisions resulting from the investigation and analysis of complaint. **Retention and Disposal Standards:** Records are reviewed for disposal two years after the most recent administrative activity in relation to an individual case. **TBS Registration:** 003298 **Bank Number:** SIS PPE 825

Health Services

Description: This bank contains psychological assessments, health evaluations and medical records not considered to be occupational health-related. Please note that disclosure of psychological and medical tests are achieved through your personal examination of the test(s) in the presence of a designated practitioner. Instructions on how to contact the designated practitioner will be issued during the access request process, unless you specify that you do not want access to one or either of the tests. **Class of Individuals:** CSIS employees and their immediate families or relatives. **Purpose:** To determine an employee's capabilities to perform their duties on a regular and consistent basis, relative to their physical and psychological health; to make recommendations regarding staffing or posting where their psychological or physical condition is a determining factor; entitlement to sick leave; and eligibility for insurance coverage. **Consistent Uses:** Information in this bank may be used in redress or grievance processes, staffing, and administration of the pay and benefits programs. Information may be used by medical practitioners for continuity of treatment, or by physicians and psychologists appointed as a Health Evaluation Committee. Information in this bank may be used to determine eligibility for a disability pension by the Canada

Pension Commission. Information may also be used for research, audit, planning, evaluation and statistical analysis. All linkages for the purposes of administering the human resources and pay and benefits programs are in compliance with the provisions of the Privacy Act.

Retention and Disposal Standards: Records are retained at least until the individual reaches the age of 90, and two years have elapsed since the last administrative action. Where the record has been designated as having archival or historical value, the record shall be transferred to the control of the National Archives of Canada; and where the record has not been so designated, it shall be destroyed. **TBS Registration:** 003300 **Bank Number:** SIS PPE 827

Honours/Incentive Awards

Description: This bank contains information on employees who have been nominated for awards under the CSIS Employee Recognition Awards Plan and individuals who have participated in CSIS scholarship awards. Such information may include curricula vitae, narratives in support of meritorious contributions related to their duties, or suggestions for improvement of public service or CSIS operations, and completed recommendation reports concerning either the Merit Award or the Suggestion Award. This bank also contains personal information on the Humanitarian Award, the Long Service Award and the Sir William Stephenson Award. **Class of Individuals:** CSIS employees who were either nominated for, and/or participated in the CSIS honours and incentive awards programs, CSIS Employee Recognition Awards, and individuals who have applied for the Sir William Stephenson Award. **Purpose:** To identify individuals for awards under the CSIS honours/incentive awards program; Employee Recognition Awards Plan; or for receiving the Sir William Stephenson award. **Consistent Uses:** The information in this bank is used to establish precedents for awards and to provide an audit trail for the disbursements of funds. This information may be used as a source of information or for linking with all other government institutions participating in the CSIS Employee Recognition Awards Plan for the purpose of determining whether the individuals suggestion or application for an award is unique and/or is deserving of an award. The Department of Public Works and Government Services issues cheques and uses the SIN for income tax purposes. This information may also be used for research, audit, planning, evaluation and statistical purposes. **Retention and Disposal Standards:** CSIS Employee Recognition Awards records are retained for 12 years and then reviewed for transfer to National Archives. Other awards records are treated similarly after three years. However, rejected suggestions and nominations are destroyed two years after the last administrative action. **PAC Number:** 86-001 **TBS Registration:** 002152 **Bank Number:** SIS PPE 822

Occupational Safety and Health

Description: This bank contains accident and occupational injury or illness investigation reports which are retained by CSIS in Health Services. First Aid Treatment records are retained in the employee's Health Services medical file. Information in this bank includes

complaints brought before the Occupational Safety and Health Committee, its findings, recommendations and related correspondence. Records, including claims for compensation; related correspondence and records of monies paid are held by Human Resources Development Canada (Government Employees Compensation Records bank number HRDC PCE 701) or in the provincial agency handling the matter. Records concerning the occurrence, investigation and settlement of vehicle accidents are retained in bank SIS PPE 814. **Class of Individuals:** Employees of CSIS. **Purpose:** The purpose of this bank is to provide documentation for the administration of occupational safety and health programs in CSIS, including accident prevention, health protection and authorization of leave and benefits associated with work-related injury or illness. Safety and health details and cases of accidents/injuries for accident prevention and health protection purposes are also recorded to support the effective administration of the CSIS safety and health program. **Consistent Uses:** To support decisions relating to workers' compensation (including provincial workers' Compensation Board) and injury-on-duty leave; pay and benefits; to act as a means of preventing injuries and illnesses and subsequent disabilities arising out of, or aggravated by, conditions of work; to establish that individuals subject to certain identified occupational risks are able to continue working without detriment to their health or safety or to that of others; and to establish the conditions under which certain individuals with identified illnesses or disabilities are able to continue to work under controlled conditions. This information may also be used for research, audit, planning, evaluation and statistical purposes. **Retention and Disposal Standards:** Records related to accidents or occupational injuries and illnesses are retained by CSIS at least until the individual reaches 90 years of age and two years have elapsed since the last administrative action or death occurred. **TBS Registration:** 002140 **Bank Number:** SIS PPE 813

Pay and Benefits

Description: This bank contains certificates for pay, allowances and deductions, which set out pay and benefit information for each employee, and include the social insurance number as well as correspondence related to the administration of pay and benefits. The bank may also include orders for garnishment, attachment, and diversion of funds (N.B. Earnings and superannuation records are attached to the Employee Personnel Record). **Class of Individuals:** Employees of CSIS **Purpose:** The purpose of this bank is to provide documentation for the administration of pay and benefits within government institutions and to approve disbursement of salaries and allowances and retention of deductions. The social insurance number is used for purposes of identification and to ensure consistency in administration of pay and benefits. Provision of the SIN is mandatory for this bank, subject to exemption of some individuals under special circumstances. **Consistent Uses:** To enable audit and reconciliation of payroll accounts (e.g. employee remuneration and entitlements), to support the recovery of overpayments and debts owed to the Crown and, where applicable, to enable execution of orders of garnishment, attachment, or diversion of funds in accordance with the Garnishment, Attachment,

or Pension Diversion Act. Information is also provided to Department of Public Works and Government Services to facilitate payment of salaries to various provincial health insurance plans, to group insurers where applicable, and to unions for dues check-off purposes. Information in this bank may also be used for budget purposes. This information may also be used for research, audit, planning, evaluation and statistical purposes. **Retention and Disposal Standards:** Records reflecting rates of pay, statements of hours worked and other routine pay documents are reviewed for disposal two years after expiry of the fiscal year for general pay, deduction documentation and correspondence, except in instances where there is a need to settle overpayments, to collect debts owed the Crown or to enforce orders of garnishment, attachment or diversion of funds, in which case records are retained until the overpayment is settled, the debt collected or the garnishment, attachment or diversion order is no longer in force. All other personnel pay records are retained until the individual reaches 90 years of age and two years have elapsed since the last administrative action or death has occurred. **TBS Registration:** 002130 **Bank Number:** SIS PPE 823

Staffing

Description: This bank contains staffing requests; position descriptions; salary ranges; selection profiles; competition posters; transfer requests; layoff lists; human resources inventory print-outs; candidates' applications; lists of candidates; rating board assessments, including evaluation reports and evaluation notes from staffing boards; examination papers and test results, including results of psychological testing; eligibility lists; offers of employment; notices to candidates; notices of right of appeal and appeal documents; and correspondence concerning staffing by various processes, including competitions and human resources inventory searches. An employee who wants access to information about herself/himself from a competition file must provide the competition number to locate and retrieve the information of interest. Records in the bank contain a variety of personal information which may include age, sex, education levels and/or work experience. (N.B. Notations of staffing decisions may also appear in the Employee Personnel Record.) **Class of Individuals:** Employees of CSIS. **Purpose:** The bank provides a record of the information used in staffing positions in CSIS. **Consistent Uses:** To select candidates, staff positions and process appeals for appointments and promotions. Access procedures: competition number, where applicable, should be quoted. Information may be provided to the Employment Equity Program Bank, the Public Service Commission, Statistics Canada and other federal departments or agencies. This system may be used as a source of information or for linking with the following systems: Incumbent System, Entitlements and Deductions System, Extra Duty Reporting System, Official Languages Information System, Mobility File, Leave Without Pay System, Position Information Collection System and the EDP Statistical Systems bank (PSC PCE 761) held by the Public Service Commission. All linkages for the purpose of administering human resources and compensation plans are in compliance with the provisions of the Privacy Act. This information may also be used for research, audit, planning, evaluation and statistical

purposes. **Retention and Disposal Standards:** Records are retained for a minimum of two years after the eligible list for a staffing action expires, or two years after any other administrative action, then reviewed for disposal.

TBS Registration: 002136 **Bank Number:** SIS PPE 809

Training and Development

Description: This bank contains personal data including course applications and evaluations; personal record identifier; examination results and certificates; records of fee payments; and correspondence related to the participation of employees in training and development activities, sponsored by the government as well as operated by private organizations. This bank contains the social insurance number of employees who participated in the Education Subsidization Program. It also contains the social insurance number of grandfathered (regular, special and civilian) employees to register these employees on courses offered by the Canadian Centre for Management Development. This bank includes personal data relating to employee development programs and transfer programs such as the Leave Without Pay for Educational Reasons. It also includes information on employees who have participated in Public Service Commission (PSC) courses. The information is collected under the authority of the Public Service Staff Relations Act and the Public Service Employment Act. It should be noted that participation and achievement records are attached to the Employee Personnel Record and that information on an employee's needs for individual development related to performance is contained in the Personnel Services Bank. **Class of Individuals:**

Employees of CSIS. **Purpose:** The purpose of this bank is to provide documentation for the administration of training and development programs within CSIS. **Consistent**

Uses: To approve and register the participation of employees in training and development activities and to certify the achievements of employees. Documentation respecting the administration of the employee's pay is also contained in the Pay and Benefits Bank. Information may be provided to the Employment Equity Program Bank, the Public Service Commission, public service bargaining agents, Statistics Canada and other federal departments or agencies. This system may be used as a source of information or for linking with the following systems: Incumbent System, Entitlements and Deductions System, Leave Reporting System, Extra Duty Reporting System, Official Languages Information System, Intelligence Officer Career Progression Program, Leave Without Pay System, Position Information Collection System and the EDP Statistical Systems bank (PSC PCE 761) held by the Public Service Commission. All linkages for the purpose of administering human resources and compensation plans are in compliance with the provisions of the Privacy Act. This information may also be used for research, audit, planning, evaluation and statistical purposes. **Retention and Disposal Standards:** General records on individual courses are kept for two years. Lists of individual employee's courses are retained until the employee reaches 90 years of age. Records on specialized training are retained for ten years and then transferred to be the

National Archives of Canada. **TBS Registration:** 002138 **Bank Number:** SIS PPE 811

Travel and Relocation

Description: This bank contains authorizations, advances, claims, receipts, travel arrangements and itineraries, and correspondence concerning travel, relocation or postings of employees. **Class of Individuals:** Employees of CSIS.

Purpose: The purpose of this bank is to maintain information regarding travel, relocation and postings of CSIS employees. **Consistent Uses:** To administer the travel and relocation functions with respect to their approval, as well as posting authorizations, advances and claims. This information may also be used for research, audit, planning, evaluation and statistical purposes.

Retention and Disposal Standards: Records are destroyed six years following the fiscal year in which the travel or relocation claim was settled. **TBS Registration:** 002146 **Bank Number:** SIS PPE 819

Unlawful Conduct Investigations

Description: This bank contains allegations, investigational reports, interviews, reports to the Solicitor General of Canada and related correspondence collected, pursuant to subsection 20(2) of the Canadian Security Intelligence Service (CSIS) Act, of activities by CSIS employees who may have acted unlawfully in the performance of the duties and functions of the CSIS under the CSIS Act. **Class of Individuals:** Individuals involved in investigations conducted under subsection 20(2) of the CSIS Act. **Purpose:** To determine the validity of allegations of unlawful conduct by CSIS employees and to take appropriate corrective measures if required.

Consistent uses: Information in this bank may be disclosed to the Attorney General of Canada, the relevant law enforcement agency when necessary, and to the Security Intelligence Review Committee or Inspector General for review or to meet reporting requirements. Information in this bank may be used in disciplinary and conduct processes under the CSIS Act. This information may also be used for the management of CSIS, research, audit, planning, evaluation and statistical purposes.

Retention and Disposal Standards: Personal information in this bank will be kept for a minimum of five years. The National Archives of Canada is required to be consulted before disposal of this information. **PAC Number:** 86-001 **TBS Registration:** 002761 **Bank Number:** SIS PPE 832

Vehicle, Ship, Boat and Aircraft Accidents

Description: This bank contains reports on accidents; claims of damages; legal decisions; settlement transactions and correspondence concerning accidents involving government-owned/leased vehicles, ships, boats and aircraft as well as privately-owned vehicles, ships, boats and aircraft used on official business. This bank also contains claims for and any ex-gratia payments made to individuals. Records concerning occupational health and safety, as well as authorization of leave and benefits associated with work-related injury or illness are retained in bank SIS PPE 813. The vehicle code number should be provided to facilitate retrieval from the information storage system. **Class of Individuals:**

Individuals involved in vehicle, ship, boat or aircraft accidents involving employees of CSIS and individuals involved in claims for ex-gratia payments. **Purpose:** The purpose of this bank is to maintain information regarding vehicle, ship, boat and aircraft accidents involving employees of CSIS. **Consistent Uses:** To determine liability for such accidents and to approve damage settlements. Information may be placed on the employee personnel record. This information may also be used for research, audit, planning, evaluation and statistical purposes. **Retention and Disposal Standards:** Five years after the settlement of individual claims or, if injuries are caused resulting from the accident, personal

information is retained ten years providing Labour Canada or Health and Welfare Canada has original or pertinent documents, or are retained six years after claims against the Crown are finalized. National Archives of Canada must be consulted before disposing of this information. **TBS Registration:** 002141 **Bank Number:** SIS PPE 814

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Parking

Canadian Space Agency

Chapter 39

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Reliability Checks

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Canadian Transportation Agency

Chapter 40

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Electronic Network Monitoring Logs

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Reliability Checks

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Canadian Wheat Board

Chapter 41

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Employee Personnel Record

Harassment

Pay and Benefits

Citizenship and Immigration Canada

Chapter 42

Particular Banks

Career assignment / secondment inventory

Description: This bank may include the following documents: two or more of the most recent evaluations, and a resume, if available. **Class of Individuals:** Employees in CIC. **Purpose:** The information in this bank will be used for referrals for assignments or secondments by user managers. **Consistent Uses:** The consistent uses of this information may include the creation of staffing inventories to identify candidates who have expressed specific interests to aid in staffing positions as they become available. It may also be used in setting priorities and authorizing training and development to meet identified needs in human resources planning, and for statistical analysis forecasting and internal audits. It may also be provided to private sector survey firms for evaluation, statistics, research and planning. The information may be used also for an alternate exchange program, a variety of workforce adjustment services such as career or financial counselling, outplacement initiatives, workshops or seminars about career transition, job fairs, etc., as well as for statistical purposes or to evaluate the effectiveness of the program. As well, for those employees who consent, it may be used by the bargaining units also for workforce adjustment related services. **Retention and Disposal Standards:** The retention period is five years. **TBS Registration:** 002006 **Bank Number:** CIC PPE 802

Employee Assistance

Description: This bank contains information pertaining to a voluntary confidential counselling service offered to Citizenship and Immigration Canada employees. Employees requiring counselling contact directly the consultant whose services have been retained by Citizenship and Immigration Canada for the purpose of

the Employee Assistance Program (EAP). Records relating to the counselling session are maintained with the consultant and not held at Citizenship and Immigration Canada in order to guarantee the confidentiality of the consultation. **Class of Individuals:** Citizenship and Immigration Canada employees. **Purpose:** The purpose of this bank is to: a) record information necessary for the administration of the EAP; b) determine the need for employee assistance counselling, referrals for medical evaluations and participation in rehabilitation programs; c) ensure continuity of service to employees. **Consistent Uses:** To support decisions regarding employee assistance measures; to undertake a systematic evaluation of the EAP and provide statistical reports to Citizenship and Immigration Canada in a format that ensures the confidentiality of the individuals who have requested the service. **Retention and Disposal Standards:** Records relating to counselling sessions of employees are kept by the consultant for two years following the date of the last counselling session. The records are then destroyed by the consultant in a manner to ensure that confidentiality is not breached. Upon termination of the contract, records containing personal information with respect to Citizenship and Immigration Canada employees will be transferred to the new EAP provider, or other designated professional, with the employee's written consent. **TBS Registration:** 003324 **Bank Number:** CIC PPE 801

Human Resources Planning Information Program (HRPIP)

Description: This computerized bank was developed by managers to assist in the preparation of their Human Resources Planning exercise. It contains information on CIC positions, employees, staffing action/ adjustments, and Training and Development. Position information collected includes the Position number, title, group and

level, exclusion indicator, language requirements, unit, reporting relationship (supervisor's position number and title). Employee information includes the Public service start date, birthdate, home address and telephone number, employee type (full-time, part-time, etc.) position title and number, location and telephone number, bilingual capability, employment history, scholarship, career aspirations, mobility, training and development history (as well as proposed), date of last performance appraisal (as well as a BF for the next due appraisal). The system also keeps track of start/end dates for acting, secondment and assignment situations with an active BF system. Staffing action/adjustment module keeps track of areas which, in the opinion of the manager, will require some action to ensure that operational demands are met; this includes vacancies which are likely to occur due to long-term disability leave, maternity leave, care and nurturing leave, extended vacation leave and any other situation which will require attention. The Training and Development module records available courses, maintains a list of employees identified for each course through the appraisal process, as well as the status of this training (proposed, approved, completed). **Class of Individuals:** Employees of the institution whether indeterminate, term, casual, full-time or part-time. **Purpose:** To assist managers in the preparation of their Human Resources Plans. **Consistent Uses:** To support such personnel functions as human resources planning and development, performance evaluations, training, relocation, employment equity; to produce management reports (e. g. regarding official languages, employment equity, labour supply/demand forecasts, training forecasted/completed, overview of employee age/service (possible retirement projections). **Retention and Disposal Standards:** Retained for a minimum of two years following last action: Since July 1, 1998 this special data bank has remained inactive in the departmental data warehouse pending its transfer within the PeopleSoft system. In the meantime, some ad hoc retrieval activities are being done to support human resources planning analysis. As an interim measure, the database dealing with the Employee questionnaire information is considered to be reactivated. **TBS Registration:** 003331 **Bank Number:** CIC PPE 812

Occupational Safety and Health

Description: The bank contains accident and occupational injury or illness investigation reports, related correspondence and copies of the supervisor's Accident Investigation report, which are retained by institutions in the appropriate responsibility centre and fitness and lifestyle evaluations. First Aid Treatment records are also retained by the institution in accordance with Treasury Board policy. Records, including medical documents about individuals; claims for compensation; related correspondence and records of monies paid are held by Human Resources Development Canada. Records of occupational health evaluations and all personal medical data are retained by the Medical Service Branch, Health Canada under medical confidential status. Environmental surveys, fitness and lifestyle surveys, are also retained by the institution. Records concerning the occurrence, investigation and settlement of vehicle accidents are retained in Standard Bank PSE 908. **Class of Individuals:** Employees of the institution. **Purpose:**

To provide documentation for the administration of occupational safety and health programs in government institutions, including accident prevention, health protection and authorization of leave and benefits associated with work-related injury or illness. Safety and health details and causes of accidents/injuries for accident prevention and health protection purposes are also recorded to support the effective administration of each institution's safety and health program. **Consistent Uses:** To support decisions relating to worker's compensation and injury-on-duty leave; to act as a means of preventing injuries and illnesses and subsequent disabilities arising out of, or aggravated by, conditions of work; to establish that individuals subject to certain identified health or safety or to that of others; and to establish the conditions under which certain individuals with identified illnesses or disabilities are able to continue to work under controlled conditions. Information is shared with Health Canada HCan PCE 701. **Retention and Disposal Standards:** Retained for five years for first aid treatment records; two years for accident and occupational injury or illness investigation reports, including related correspondence and the supervisor's Accident Investigation Report, or ten years for those specifically identified reports, after which the records are destroyed. Records held by Human Resources Development Canada and Health Canada are retained for the periods specified in the relevant bank descriptions. **Related to PR#:** NHW PCE 701 **TBS Registration:** 003330 **Bank Number:** CIC PPE 811

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Reliability Checks

Security Clearances

Staffing

Training and Development

Travel and Relocation

Copyright Board Canada

Chapter 43

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Employee Personnel Record

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Staffing

Training and Development

Travel and Relocation

Correctional Investigator Canada

Chapter 44

Note: Information on the employees of The Correctional Investigator Canada is held by the Department of the Solicitor General.

Correctional Service of Canada

Chapter 45

Particular Banks

Awards and Honours

Description: This bank contains records on the administration of departmental and Treasury Board programs on decorations and awards presentations.

Class of Individuals: Employees of the Correctional Service of Canada. **Purpose:** To identify individuals who have been nominated for or have received awards and/or decorations. **Consistent Uses:** Law enforcement agencies, Provincial Authorities. **Retention and Disposal Standards:** Records are retained for six years and then destroyed. Files affecting precedence must be transferred to the control of National Archives upon expiry of the retention period. Rejected suggestions and nominations are destroyed 2 years after last administrative use.

PAC Number: 98-005 **TBS Registration:** 004033

Bank Number: CSC PPE 801

Tuberculosis Assessment Records

Description: This bank contains some or all of the following types of information: demographic information, past and current medical history including Tuberculosis medical history, Tuberculosis symptoms, documentation of Mantoux skin tests and other information relating to the Correctional Service of Canada's Tuberculosis Prevention

and Control Program. Persons seeking access to this information must supply their full name, date of birth and location of the record sought. Applications can be sent either to the Access to Information and Privacy Division of the Correctional Service of Canada (CSC) or of Health Canada, or to the Health Canada occupational nurse.

Class of Individuals: Past and present employees of the CSC. **Purpose:** The purpose of this bank is to maintain records of all Tuberculosis assessments for employees of the Correctional Service of Canada, to monitor the implementation of Tuberculosis control and prevention activities and provide statistical information for scientific decision making. **Consistent Uses:** Information may be used internally for program management purposes and for purposes of research, planning, evaluation, statistics and for internal audit purposes. Information may also be shared with provincial medical officers of health.

Retention and Disposal Standards: Records are retained until the employee reaches 75 years, or, if 70 years of age or over, they are retained for five years after the last assessment. Upon expiry of the retention period, some of these records will then be held by the National Archives of Canada for archival purposes and the remainder will be destroyed. **TBS Registration:** 003906 **Bank Number:** CSC PPE 806

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Reliability Checks

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Defence Construction Canada

Chapter 46

Particular Banks

Conflict of Interest

Description: This bank contains voluntary disclosures by employees concerning potential conflict of interest situations and investigation reports and correspondence about potential and actual employee conflicts between the private interests or holdings of employees and their official duties. **Class of Individuals:** Departmental employees.

Purpose: The purpose of this bank is to maintain information about potential and actual conflict of interest situations for employees of a government institution, to record potential conflicts of interest and to resolve actual conflicts of interest. **Consistent Uses:** To support decisions on transfers, discipline and termination of employment. **Retention and Disposal Standards:** Two years after potential conflict of interest no longer exists or actual conflict of interest has been resolved, after which the records are destroyed. **PAC Number:** 85-001 **TBS Registration:** 000693 **Bank Number:** DCC PPE 801

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Employee Assistance

Employee Personnel Record

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Department of Finance Canada

Chapter 47

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Personnel Record
 Employment Equity Program
 Grievances
 Harassment
 Identification and Building-Pass Cards
 Occupational Safety and Health
 Official Languages
 Parking

Pay and Benefits
 Performance Reviews and Employee Appraisals
 Reliability Checks
 Security Clearances
 Staffing
 Training and Development
 Travel and Relocation

Department of Foreign Affairs and International Trade

Chapter 48

Central Banks

Personnel Administration: Non-Foreign Affairs

Appointments

Description: The bank contains records pertaining to individuals who have been posted to a mission abroad. The information in the bank relates to the appointment, personal characteristics and administrative posting arrangements for the individual. **Class of Individuals:** Federal government employees who are not employees of the Department of Foreign Affairs and International Trade (DFAIT) who have been posted to a mission abroad. **Purpose:** The purpose of this bank is to retain information relevant to the policies and procedures concerning the posting to a Canadian diplomatic mission abroad of federal government employees other than employees of DFAIT. **Retention and Disposal Standards:** Information is retained in the bank for two years after the completion of the individual's posting and then destroyed. **TBS Registration:** 000350 **Bank Number:** EAC PCE 701

Particular Banks

Security and Personal Safety of Employees

Description: This bank contains detailed information concerning each Canadian mission abroad, including records covering the various facets of security of personnel, information and Canadian Government property. Information in the bank is provided by federal government employees and third-party sources in Canada and abroad. Individual employees would be mentioned only incidentally, for instance as the source of information and would not be the reason for assembling material in this bank. **Class of Individuals:** Canadian government employees who have been assigned to a Canadian mission abroad. **Purpose:** The purpose of this bank is to retain detailed information concerning each Canadian mission abroad, including records covering the various facets of security of personnel, information and Canadian Government property. **Retention and Disposal Standards:** These records are retained indefinitely. **TBS Registration:** 000352 **Bank Number:** EAC PPE 802

Employment Equity Program

Description: The bank contains personal information on employees such as education, work history and career aspirations, training and development, which is collected by means of questionnaires and/or interviews or compiled from employees' files or automated data systems. Respondents are asked to identify whether they are a native person, if they have a persistent disability, or form part of a visible minority. The social insurance number or an employee number may be used to identify employees in instances where government institutions are not able to employ an anonymous questionnaire as well as when these identifiers are required to locate employee records. **Class of Individuals:** Departmental employees. **Purpose:** This bank provides documentation for the implementation of the employment equity policy in government institutions falling under the Public Service Staff Relations Act, Part 1, Schedule 1. Data is collected to provide a comprehensive picture of employees by sex and by target group status (e.g. women, aboriginal peoples, physically or mentally handicapped persons, and members of visible minorities). This information is used to compile a personnel profile of employees and to compare the situation of target group members with non-target group members within a government institution and with their counterparts in the general labour market. The social insurance number or employee number may be used to link information in this bank with that in another bank containing employee information (e.g. the Personnel Management Information System) in order to obtain statistical information, where the securing of such information would be consistent with the uses for which the personal information was collected. **Consistent Uses:** The information gathered will be used for institutional purposes in the government's employment equity program to identify and eliminate systemic discrimination in employment, to monitor the progress of the program and to introduce temporary special measures to ensure that target groups participate in and are equitably represented in the federal public service. It may also be used for policy and planning purposes related to employment equity. **Retention and Disposal Standards:** The disposal criteria for this bank are to be established. **TBS Registration:** 000370 **Bank Number:** EAC PPE 805

Official Languages

Description: This bank contains course enrolment and attendance information; language training applications containing basic personal data, such as first official language, date of birth, and social insurance number for purposes of identification; Second Language Evaluation (SLE) scores; training certificates and correspondence about the official languages qualifications of employees. The bank may also contain duplicate input forms for the Official Languages Information System (OLIS) and the Language Training Module (LTM). Language examination, exemption and training records are attached to the Employee Personnel Record. Similar data is also held in Particular Banks of the Public Service Commission and Treasury Board Secretariat. **Class of Individuals:**

Departmental employees. **Purpose:** The purpose of this bank is to provide documentation for administration of official languages policies as they pertain to employees of the federal Public Service, to document and support decisions pertaining to official languages qualifications and language testing and to document the language training needs and accomplishments of employees.

Consistent Uses: To support and document decisions concerning individual employees on staffing, entitlement to bilingual bonus, transfers and promotions; and to aid in determining the linguistic status of employees and auditing of the administration of official language programs. Access to this data bank is bilingual.

Retention and Disposal Standards: Two years after last documentation the records are destroyed. **TBS**

Registration: 000358 **Bank Number:** EAC PPE 803

Performance Reviews and Employee Appraisals

Description: This bank contains appraisals, reports and correspondence concerning an employee's work performance in terms of skills, abilities, accomplishments and interests. **Class of Individuals:** Departmental employees. **Purpose:** The purpose of this bank is to maintain information regarding the level of performance of individual employees within government institutions, and to determine the level of performance of individual employees, including the identification of training and development needs, approval of performance pay and annual increments, retention of employees, extension of probation and rejection of employees on probation.

Consistent Uses: To support decisions regarding promotions, transfers, demotion, employee assistance, discipline and termination of employment. **Retention and**

Disposal Standards: For executive level and rotational officers, reviews are kept for the duration of employment and then transferred to the National Archives of Canada. Records are retained ten years for employees in the Management Resources Information System and three years for all other employees, after which the records are destroyed. **TBS Registration:** 000364 **Bank Number:** EAC PPE 804

Non-Salary Reimbursement by Receiver General for Canada Cheques

Description: The bank contains the postal address or bank account information on each employee. **Class of Individuals:** Departmental employees who have incurred a non-salary related financial transaction requiring

reimbursement to the employee. **Purpose:** The purpose of this bank is to maintain information relating to the issuance of cheques to employees' postal address or to their banks for deposit in the employees' bank accounts.

Consistent Uses: To issue cheques to employees' postal addresses or banks. **Retention and Disposal Standards:** Six years after the last administrative use, the records are destroyed. **TBS Registration:** 004047 **Bank Number:** FAI PPE 808

Personnel Administration – Locally-Engaged Staff

Description: The bank contains appointments, appraisals, classification, geographic location, pay, pension, separation, training and travel of locally-engaged staff at Canadian missions abroad. **Class of Individuals:** Individuals who have been employed as locally-engaged staff at Canadian missions abroad. **Purpose:** The

purpose of this bank is to retain information relating to the administration of staff engaged by Canadian missions in the countries where the missions are located. **Retention and Disposal Standards:** Records at the mission are

destroyed six months after the employee leaves the service of the mission; records at Ottawa headquarters are retained and disposed of in accordance with normal departmental policy for personnel records. **TBS**

Registration: 000351 **Bank Number:** EAC PPE 801

Training and Development

Description: This bank contains personal data including course applications and evaluations; social insurance number; examination results and certificates; records of fee payments; and correspondence related to participation of employees in training and development activities, sponsored both by the government and operated by private organizations. It should be noted that participation and achievement records are attached to the Employee Personnel Record and that information on an employee's needs for individual development related to performance is contained in the Performance Reviews and Employee

Appraisals Bank. **Class of Individuals:** The bank concerns employees of the institution. **Purpose:** The purpose of this bank is to provide documentation for the administration of training and development programs within government institutions. **Consistent Uses:** It is

used to approve and register the participation of employees in training and development activities and to certify the achievements of employees. **Retention and**

Disposal Standards: Records are retained for the duration of employment plus one year until employee personnel records are automated, at which time records beyond three years will be destroyed. **TBS Registration:** 002507 **Bank Number:** EAC PPE 806

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance
 Employee Personnel Record
 Grievances
 Harassment
 Identification and Building-Pass Cards
 Occupational Safety and Health

Parking
 Pay and Benefits
 Security Clearances
 Staffing
 Travel and Relocation
 Vehicle, Ship, Boat and Aircraft Accidents

Department of Justice Canada

Chapter 49

Particular Banks

360 Degrees Reference Checks

Description: This bank contains copies of questionnaires concerning individuals who have applied for senior positions with the Department of Justice. The purpose of the questionnaire is to obtain information on the candidates' leadership abilities and their commitment to the values of the Department. The questionnaires are filled in by the superiors, peers and subordinates of the candidates. **Class of Individuals:** Individuals who have applied for senior positions within the Department of Justice. **Purpose:** The information is used to select candidates. **Retention and Disposal Standards:** Material is retained for two years after the last administrative action on file. **TBS Registration:** 003996 **Bank Number:** JUS PPE 807

Business Resumption Plan

Description: This bank contains departmental employee addresses and phone numbers, sector emergency plans, and Business Impact Analysis studies. Other records indicate team plans, generic emergency plans and common procedures. **Class of Individuals:** Departmental employees. **Purpose:** The information is compiled to be used only in an emergency/disaster situation relative to the Department, and will be used to develop teams for the restoration of the essential business function of the Department. **Retention and Disposal Standards:** Records are updated yearly, at which time the names of employees who have left the Department are deleted. **TBS Registration:** 003917 **Bank Number:** JUS PPE 806

Career Management

Description: This bank contains information provided by employees on their education, work experience, career aspirations, training, secondments or appointments. It also contains other information such as official language test results and appraisal ratings. **Class of Individuals:** Departmental lawyers who occupy positions at levels LA-2B and above. **Purpose:** The information is gathered to facilitate human resource planning and career planning. **Consistent Uses:** The information is used by senior departmental officials and by personnel staff concerned with human resource planning. **Retention and Disposal**

Standards: The records will be maintained and updated until such time as the lawyers concerned leave the Department. The records will then be transferred with the employee's files to the new department of employment or to the National Archives of Canada, as circumstances warrant. **PAC Number:** 85-001 **TBS Registration:** 003491 **Bank Number:** JUS PPE 801

Electronic Networks Audit Data Base

Description: This bank contains information pertaining to the access and use of the Department's electronic networks, including the Internet and the electronic mail network. The technical systems automatically record which Internet sites and which electronic mail addresses were contacted. This includes the capture of information that reflects which computer and user visited the Internet or sent e-mail messages. The log file contains the employee's Internet Protocol (IP) number rather than the individual's actual name. However, the IP number can be cross-referenced to the individual's name when required. In cases of suspected improper use of the networks, the investigative process may involve special monitoring and/or reading of the contents of individual's electronic mail messages and files without notice to the affected individual. **Class of Individuals:** All authorized users (including managers, indeterminate and term employees, contractors and persons hired through temporary help agencies), except those working in Departmental Legal Services Units. **Purpose:** The networks are routinely monitored for operational reasons to determine whether the networks are operating efficiently and to isolate and resolve problems. In addition, the Administrative and Security Division requests file server logs on an ad-hoc basis to ensure that security measures are followed. **Consistent Uses:** If, through normal analysis of the logs or a complaint, it is reasonably suspected that an individual is misusing the network, the matter is referred to the Administrative and Security Division to determine if further investigation and action is required. The Department of Justice has a policy on the use of electronic networks which outlines acceptable uses of the Internet and of the e-mail network by authorized users. Should an employee be in violation of any of the terms of the policy, the audit will serve as background information should further action be required. **Retention and**

Disposal Standards: Material is retained for two years after the last administrative action on file. **TBS Registration:** 004242 **Bank Number:** JUS PPE 810

Garnishment Registry

Description: This bank contains information on employees who are subject to a garnishment summons under Part I of the Garnishment, Attachment and Pension Diversion Act for a commercial or support debt that is issued in the National Capital Region. This bank contains court orders, garnishment summonses and administrative documentation identifying individual information. **Class of Individuals:** Employees who are in default of a commercial or family support financial obligation. **Purpose:** To fulfill the Department of Justice's responsibility to administer the Garnishment, Attachment and Pension Diversion Act. **Retention and Disposal Standards:** Records are retained for a period of 21 years. **TBS Registration:** 003511 **Bank Number:** JUS PPE 804

Inventory of Language Capabilities

Description: This bank contains the name, section and work telephone number of Justice employees who understand, speak, read and/or write a language other than French and English. **Class of Individuals:** Employees of the Department of Justice who agreed to have their name included in the inventory. **Purpose:** To identify employees with specialized language skills who wish to participate in activities requiring other languages (for example, to communicate with foreign visitors, attend meetings with delegations in Canada or abroad). **Retention and Disposal Standards:** Records are updated yearly, at which time the names of employees who have left the Department are deleted. **TBS Registration:** 003678 **Bank Number:** JUS PPE 805

Inventory of Professional and Linguistic Abilities

Description: This bank contains information on Department of Justice employees interested in participating in national and international projects or exchanges with partners in the public and private sectors (non-governmental organizations, other departments, universities, etc.). The information includes the name, section, classification, work telephone and fax numbers, linguistic profile, field of expertise, international experiences and memberships to the Bar. **Class of Individuals:** Employees of the Department of Justice who agreed to have their name included in the inventory. **Purpose:** To provide quick access to specific profiles of candidates based on the language and professional requirements associated with various projects or exchanges. **Retention and Disposal Standards:** Records are updated periodically, at which time the names of employees who have left the Department are deleted. **TBS Registration:** 004184 **Bank Number:** JUS PPE 809

Salary Management System

Description: The Salary Management System is a databank containing personal information for each employee of the Department of Justice. The databank contains data on each position within the Department, describing the position number, the status code, the

position title, the classification and level, the salary, the bilingual bonus when applicable, and the financial coding. The databank is located in each Administrative Officer's computer and only contains information for those employees employed within their responsibility centre(s). A corporate database containing consolidated information for the full department is also located centrally in the Corporate Management Sector. **Class of Individuals:** Departmental employees. **Purpose:** The Salary Management System is a forecasting tool to assist managers administer their salary and FTE (full time equivalent) resources for the current fiscal year. **Retention and Disposal Standards:** Data is in accordance with the General Retention Disposal Schedules of the Government of Canada. **TBS Registration:** 003510 **Bank Number:** JUS PPE 803

Survey on the Harassment Policy

Description: In the spring of 1999, the Conflict Management Evaluation Steering Committee conducted an internal survey to evaluate the policy "Towards a Conflict and Harassment-Free Workplace" and to evaluate the services of the Office of Conflict Management in order to assess their impact on the workplace. This bank contains copies of the responses received, either by filling out the questionnaire or by meeting with members of the Committee. **Class of Individuals:** All employees of the Department of Justice, including managers, indeterminate and term employees, contractors, employees of other Departments reporting to Justice personnel, and persons hired through temporary help agencies. **Purpose:** The information was used to assess the impact of the policy and the effectiveness of the Office of Conflict Management and to put forward recommendations to the Deputy Minister. **Retention and Disposal Standards:** Material is retained for two years after the last administrative action on file. **TBS Registration:** 004182 **Bank Number:** JUS PPE 808

Timekeeping Data

Description: This bank contains time docketing records showing the volume and use of working time and leave, as recorded by individual employees, plus associated costs. **Class of Individuals:** Employees of the Department of Justice required to keep time. **Purpose:** The information contained in this bank is used for a wide range of resource management purposes, including resource planning, allocation and accountability, workload management and client billing. Consistent Use: The bank may be accessed by managers to confirm that employees, as part of their work requirements, are recording time appropriately. This information is used as one of the inputs for performance management and evaluation. **Retention and Disposal Standards:** The records are retained for five years after the last action on file. **TBS Registration:** 004245 **Bank Number:** JUS PPE 811

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Reliability Checks

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Environment Canada

Chapter 50

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Grievances

Harassment

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Export Development Corporation

Chapter 51

Particular Banks

Conflict of Interest

Description: This bank contains voluntary disclosures by employees concerning potential conflict of interest situations, as well as investigation reports and correspondence about potential and actual employee conflicts between the private interests or holdings of employees and their official duties. **Class of Individuals:** Current and former employees who are involved in potential or actual conflicts of interest. **Purpose:** To support the implementation of the Corporate Policy on Standards of Conduct. **Consistent Uses:** To help determine whether a conflict of interest exists and, if so, to find a means of resolving the conflict of interest situation. **Retention and Disposal Standards:** Two years

after potential conflict of interest no longer exists or actual conflict of interest has been resolved, after which the records are destroyed. **TBS Registration:** 000160
Bank Number: EDC PPE 810

Employee Career File

Description: This bank contains information on personal characteristics including age, sex, social insurance number (if provided by the employee), employee number, home address, citizenship, education, employment history, career resumes and references, geographical and organizational location, appointments, transfers, salary, promotions and demotions, periods of employment including probationary periods, classification, performance appraisals, discipline, employee assistance, grievances, and may contain notations relating to staffing,

training and development, official languages, occupational health and safety, which may also be retained in other banks. Personal information in this bank is also recorded in the computerized Human Resources Information System. **Class of Individuals:** Current and former employees. **Purpose:** To record information relevant to an employee's career including appointments, transfers, promotions, demotions, classification, performance, assistance, discipline, grievances and termination of employment. **Consistent Uses:** To support decisions on staffing; pay and benefits; training and development; official languages; occupational health and safety.

Retention and Disposal Standards: Retained for duration of employment. Following termination, file is combined with Employee Personal File which is retained for one year and then transferred to the control of National Archives of Canada where it held until the individual has reached the age of 80, or until two years after death, provided two years have elapsed since the last administrative action. It may also be retained permanently by the National Archives of Canada if judged to be of historical value. For files of retired EDC employees, file is combined with Employee Personal File which is held in EDC until the individual has reached the age of 115, or until two years after death, provided two years have elapsed since the last administrative action. It may also be retained permanently by the National Archives of Canada if judged to be of historical value.

TBS Registration: 004246 **Bank Number:** EDC PPE 801

Employee Personal File

Description: This bank contains information on personal characteristics including age, sex, social insurance number, provincial medicare number, employee number, marital status, disability, home address and telephone number, and correspondence related to recruitment and termination, pay and allowances, deductions and benefits, superannuation, attendance and leave, employment equity status if applicable, and physicians' certificates associated with sick leave. Other supporting documentation includes copies of birth certificates of employees, spouses and their children; marriage and death certificates; the name of persons to contact in case of an emergency; banking information for salary deposits; and designation of beneficiary cards. Personal information in this bank is also recorded in the computerized Human Resources Information System. **Class of Individuals:** Current and former employees. **Purpose:** To provide documentation and authorization of recruitment, termination and superannuation, as well as on employment equity, attendance and leave, disbursement of salary and allowances and retention of deductions. The social insurance number is used for purposes of identification and to ensure consistency in administration of pay and benefits. **Consistent Uses:** To authenticate decisions on engagement and termination; attendance and leave; pay, allowances and benefits; superannuation; and to enable audit and reconciliation of payroll accounts. The social insurance number is collected under the authority of the Income Tax Act. It is used for payroll activities, the provision of T-4 records and pension

purposes, and is provided along with other information to Canada Customs and Revenue Agency for income tax purposes, to Supply and Services Canada for pension purposes, and to group insurers for long-term disability claim purposes. Information is also disclosed to a financial institution to facilitate the issuing of salary cheques and to Employment and Immigration Canada, notably with regard to terminated employees in accordance with the Unemployment Insurance Act and Regulations. **Retention and Disposal Standards:** Records are retained for the duration of employment. Following termination, they are retained for one year and then transferred to the control of National Archives of Canada where they are held until the individual reaches the age of 80, or until two year after death provided two years have elapsed since the last administrative action. They may also be retained permanently by the National Archives of Canada if judged to be of historical value. For files of retired EDC employees, file is held in EDC until the individual has reached the age of 115, or until two years after death, provided two years have elapsed since the last administrative action. It may also be retained permanently by the National Archives of Canada if judged to be of historical value. **TBS Registration:** 004247 **Bank Number:** EDC PPE 802

Identification and Building-Pass Cards

Description: This bank contains photographs, identification forms and correspondence related to the issuance of identification and building-pass cards. **Class of Individuals:** Current and former employees. **Purpose:** To issue identification and building-pass cards. **Retention and Disposal Standards:** Two years after expiry of identification and building-pass cards, after which the records are destroyed. **TBS Registration:** 000161 **Bank Number:** EDC PPE 809

Occupational Health and Safety

Description: This bank contains accident and occupational injury or illness investigation reports and related correspondence as well as copies of the Supervisor's Accident Investigation Report, which is retained in the appropriate responsibility centre. The reports contain personal information about injured employees, including age, sex, marital status, social insurance number, home address, salary and employment as required by Human Resources Development Canada. First aid treatment records are retained in accordance with Treasury Board policy. Records including medical documents about individuals, claims for compensation, related correspondence and records of sums of money paid are held by Human Resources Development Canada. **Class of Individuals:** Current and former employees. **Purpose:** To record safety and health details and causes of accidents/injuries for accident prevention and health protection purposes and to enable the effective administration of the health and safety program. **Consistent Uses:** To support decisions relating to worker's compensation and injury-on-duty leave; to act as a means of preventing injuries and illnesses and subsequent disabilities arising out of, or aggravated by, conditions of work; to establish that

individuals subject to certain identified occupational risks are able to continue working without detriment to their health or safety or that of others; and to establish the conditions under which certain individuals with identified illnesses or disabilities are able to continue to work under controlled conditions. The social insurance number is collected under the authority of the Income Tax Act and is included in accident reports submitted to Human Resources Development Canada. **Retention and Disposal Standards:** Five years for first aid treatment records; ten years for accident and occupational illness or injury investigation reports and related correspondence, as well as the supervisor's accident investigation report, after which the records are destroyed. Records held by Human Resources Development Canada are retained for the periods specified in the relevant bank description.

TBS Registration: 000156 **Bank Number:** EDC PPE 806

Official Languages

Description: This bank contains course enrolment and attendance information; language training applications containing basic personal data such as first official language, date of birth and social insurance number for identification purposes; language knowledge examination scores; and correspondence about the official language qualifications of employees. Language examination and exemption records are attached to the Employee Career File. Personal information in this bank is also recorded in the computerized Human Resources Information System. **Class of Individuals:** Current and former employees.

Purpose: To document and support decisions pertaining to official language training and language testing as well as to document the language training needs and accomplishments of employees. **Consistent Uses:** To support and document decisions concerning individual employees on staffing, transfers, and promotions; and to aid in determining the linguistic status of employees and auditing of the administration of the official languages program. The social insurance number is collected under the authority of the Income Tax Act. It is used as an identifier in connection with the language training of employees and is provided to the Public Service Commission and Treasury Board Secretariat as required.

Retention and Disposal Standards: Two years following the date of last documentation, after which the records are destroyed. **TBS Registration:** 000155 **Bank Number:** EDC PPE 805

Parking

Description: This bank contains permit applications and correspondence about parking of motor vehicles on Corporation-leased property. Records for deductions for payment of parking fees are also included in the pay and benefits records retained on the Employee Personal File. Personal information contained in this bank is also recorded in the computerized Human Resources Information and Administration Information Systems.

Class of Individuals: Current and former employees who have applied for parking permits. **Purpose:** To support the administration of parking privileges. **Consistent Uses:** To control the issuing and revocation of parking permits and to facilitate the deduction of parking fees from salaries. **Retention and Disposal Standards:** Two years

after the permit expires, after which the records are destroyed. **TBS Registration:** 000159 **Bank Number:** EDC PPE 808

Security Clearances

Description: This bank contains personal histories; summaries of Canadian Security Intelligence Service (CSIS) investigations; fingerprint cards; criminal histories; security briefings and correspondence related to the security clearances of employees. (Details of CSIS investigations are maintained in the CSIS Security Assessment bank SIS PPU 005). **Class of Individuals:** Current and former employees. **Purpose:** To determine the level of security clearance and to provide information for the administration of government security measures. In making decisions on levels of clearance, institutions may refer to the information contained in this bank only and not to investigative information contained in the CSIS's Security Clearance Records Bank. **Consistent Uses:** To support decisions on staffing, transfers, promotions, discipline and termination of employment. **Retention and Disposal Standards:** Two years after an employee leaves the institution for which the clearance was done, after which the records are destroyed. **TBS Registration:** 000157 **Bank Number:** EDC PPE 807

Staffing

Description: This bank contains staffing requests; position descriptions; salary ranges; selection profiles; candidates' applications; evaluation notes from staffing boards; examination papers and test results; offers of employment; notices to candidates and correspondence concerning staffing by various processes, including human resources inventory searches. Records in the bank contain a variety of personal information such as education levels and professional qualifications, and may contain the age, sex and social insurance number, if provided by the candidate. **Class of Individuals:** Employee applicants. **Purpose:** To select candidates and staff positions. **Retention and Disposal Standards:** Records are retained for two years after staffing action has been completed or two years have elapsed after any other administrative action, after which the records are destroyed. Records pertaining to successful applicants are retained on the Employee Personal File and Employee Career File. **TBS Registration:** 000153 **Bank Number:** EDC PPE 803

Training and Development

Description: This bank contains personal data including course applications and evaluations; examination results and certificates; records of fee payments; and correspondence related to participation of employees in training and development activities sponsored by the government and operated by non-government organizations, which may require the use of the social insurance number. Participation and achievement records are attached to the Employee Career File and information on an employee's needs for individual development related to performance may be contained in the Performance Appraisal Form retained on the Employee Career File. Personal information in this bank is also recorded in the computerized Human Resources

Information System. **Class of Individuals:** Current and former employees. **Purpose:** To approve and record the participation of employees in training and development activities. **Consistent Uses:** To support decisions on pay and benefits, attendance and leave, transfers, promotions and performance appraisals. The social insurance number is collected under the authority of the Income Tax Act. It may be used as an identifier when required in connection with the training and development of employees. **Retention and Disposal Standards:** Two years after completion of the particular training and development undertaken by an employee, after which the records are destroyed. **TBS Registration:** 000154 **Bank Number:** EDC PPE 804

Travel and Relocation

Description: This bank contains authorizations, advances, claims, receipts, travel arrangements and itineraries, and correspondence concerning travel, relocation or postings of employees. **Class of Individuals:** It relates to current and former employees. **Purpose:** The purpose of this bank is to maintain information regarding travel, relocation and postings of employees. **Consistent Uses:** The bank is used to administer the travel and relocation functions with respect to their approval as well as posting authorizations, advances and claims. **Retention and Disposal Standards:** Records are destroyed six years following the fiscal year in which the travel or relocation claim was settled. **PAC Number:** 86-001 **TBS Registration:** 004055 **Bank Number:** EDC PPE 811

Farm Credit Corporation Canada

Chapter 52

Particular Banks

Conflict of Interest

Description: This bank contains voluntary disclosures by employees concerning potential conflict of interest situations and investigation reports and correspondence about potential and actual employee conflicts between the private interests or holdings of employees and their official duties. **Class of Individuals:** Departmental employees. **Purpose:** The purpose of this bank is to maintain information about potential and actual conflict of interest situations for employees of a government institution, to record potential conflicts of interest and to resolve actual conflicts of interest. **Consistent Uses:** To support decisions on potential conflict of interest situations. **Retention and Disposal Standards:** Two years after potential conflict of interest no longer exists or actual conflict of interest has been resolved, after which the records are destroyed. **PAC Number:** 85-001 **TBS Registration:** 001626 **Bank Number:** FCC PPE 801

Employment Equity Program

Description: This bank contains information on target group employees. Respondents are asked to identify, by means of a questionnaire, whether they are of aboriginal origin, if they have a continuing or permanent physical disability, or are a member of a visible minority group, or female. **Purpose:** This bank provides documentation for the implementation of the Employment Equity Act. Data are collected to provide a comprehensive picture of employees by target group status (i. e. women, aboriginal people, persons with a disability and visible minority groups). This information is used to compile a profile of employees and to compare the situation of target group members with non-target group members, within FCC and with their counterparts in the general labour market. The employee number may be used to link information in this bank with that in another bank containing employee information (i. e. Human Resources Data Base) in order to obtain statistical information, where the security of such information would be consistent with the uses for which the personal information was collected. **Consistent Uses:**

The information gathered will be used for institutional purposes in the Corporation's Employment Equity Program to identify and eliminate systemic discrimination in employment and to introduce temporary special measures to ensure target group participation and equitable representation. It may also be used for policy and planning purposes related to employment equity. **Retention and Disposal Standards:** These records will be retained for a period of at least three years after the year in respect of which a report is made. **PAC Number:** 85-001 **TBS Registration:** 002803 **Bank Number:** FCC PPE 802

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Discipline

Employee Assistance

Employee Personnel Record

Grievances

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Security Clearances

Staffing

Training and Development

Travel and Relocation

Federal Bridge Corporation Limited

Chapter 53

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Financial Transactions and Reports Analysis Centre

Chapter 54

Note: The Financial Transactions and Reports Analysis Centre is subject to the Privacy and Access to Information Acts.

Fisheries and Oceans Canada

Chapter 55

Particular Banks

Attendance and Leave

Description: The bank contains information on all approved leave requests and monthly attendance reports and notes including physician certificate forms justifying absences. **Class of Individuals:** The information relates to departmental employees. **Purpose:** The information is obtained for the administration of employee attendance and leave. **Consistent Uses:** Verification of absences against leave credits, salary payments against attendance reports, recording of leave on annual leave report form and to evaluate use of leave and rates of absenteeism.

Retention and Disposal Standards: The records are destroyed one year after expiry of fiscal year.

PAC Number: 85-001 **TBS Registration:** 000628

Bank Number: DFO PPE 805

Harbour Managers

Description: This bank contains information on Harbour Managers appointed by the Minister, as to date of appointment (and cancellation) and remuneration for services performed. **Note:** With the exception of 39 PY's in the Pacific Region, the remainder receive remuneration based on a percentage of the revenue collected at the harbour and the extent of other related duties. A file on each Harbour Manager contains information as to name, address, phone number, identification number and badge number. Harbour Managers may also be appointed by the Minister in accordance with the Fishing and Recreational Harbours Act. Active and historical information from this bank is required for administration purposes. Harbour Managers are also designated as

Enforcement Officers, in accordance with the Act. They provide on-site management, collect revenue and enforce the Act and Regulations. The information is used for audit purposes and occasionally for Court action, resulting from clients disobeying directions or not paying for berthing or other services. The retention and disposal of information in this bank is to be determined with departmental records management and National Archives of Canada.

Class of Individuals: Harbour Managers. **Purpose:** Provide on – site management, collect revenue and enforce the Act and Regulations. **Consistent Uses:** The information is used for audit purposes and occasionally for Court action, resulting from clients disobeying directions or not paying berthing or other services.

Retention and Disposal Standards: Is determined with departmental records management and National Archives of Canada. **PAC Number:** 85-001 **TBS Registration:** 000640 **Bank Number:** DFO PPE 801

National Priority Clearance and Liaison Service

Description: This bank contains information regarding the staffing/redeployment of priority persons in the department. It contains information related to the candidates and positions for which they were considered. This information relates to all employees of DFO whose position has been identified as surplus. When staffing a position in DFO, this inventory is accessed to ensure priority persons are given due consideration for redeployment. The bank information may also be used for other related administrative purposes. Statistical reports to Central Agencies (PSC and TBS) and bargaining agents are also compiled from this bank. The retention and disposal standards have yet to be determined. **Class**

of Individuals: It contains information related to the candidates and positions for which they were considered. This information relates to all employees of DFO whose position has been identified as surplus. **Purpose:** This inventory is accessed to ensure priority persons are given due consideration for redeployment. The bank information may also be used for other related administrative purposes. **Retention and Disposal Standards:** Records are retained for three years in the department. **TBS Registration:** 003625 **Bank Number:** DFO PPE 802

Performance Reviews and Employee Appraisals – Merit/Performance Pay Plans

Description: Contains information regarding the level of performance of individual employees in terms of skills, abilities, and accomplishments. Files contain copies of annual PRAR reports which contain employee evaluations, summaries of performance reviews, abilities and characteristics, objectives, training and development. **Class of Individuals:** All employees in the executive group (EX) and employees falling under merit/performance pay plans (except PE's). **Purpose:** As employees are subject to merit/performance pay plans, their performance evaluations must be kept since they are an important element in determining their annual salary rate. Performance quotas have to be met and statistical information has to be produced. Therefore, easy access to performance evaluations is a must. **Consistent Uses:** Determination of annual salary and identification of training and development needs. **Retention and Disposal Standards:** Files are destroyed once employees terminate employment with the Department. **PAC Number:** 85-001 **TBS Registration:** 000635 **Bank Number:** DFO PPE 807

Staffing (II)

Description: This bank contains general documentation related to specific positions (up to EX) and specific documentation related to individual performance as a result of competitions. The information includes application form, resume, appraisal, assessment, board report, eligible lists, conflict of interest and agreement to become bilingual. **Class of Individuals:** Applicants competing or being given consideration for a position. **Purpose:** The purpose of this bank is to assess applicants for positions. **Consistent Uses:** Information used during competitive process and appointments from eligible lists when established. May also be used at an appeal hearing or during an investigation. **Retention and Disposal Standards:** Records are retained for three years in department. **PAC Number:** 85-001 **TBS Registration:** 001742 **Bank Number:** DFO PPE 804

Staffing and Employment Transition – Executive Group (I)

Description: Contains general information regarding the staffing and downsizing of executive group positions in the Department, and information related to the position being staffed, the candidates and the successful candidate and of the departure of executives. General documentation related to specific positions (up to EX-5). **Class of Individuals:** Employees at the EX levels; applicants from feeder groups competing or being given

consideration for a position. **Purpose:** When staffing or abolishing a position in the public service, a file has to be prepared for reference and audit purposes. **Consistent Uses:** Information used during competitive process. **Retention and Disposal Standards:** Records are retained for three years. **PAC Number:** 85-001 **TBS Registration:** 000627 **Bank Number:** DFO PPE 803

Training and Development

Description: Contains personal data including course application; personal record identifier (PRI); records of fee payments and correspondence related to participation of employees in training activities sponsored by both government and non-government organizations; departmental training records for in-house courses (data on employees who have attended including PRI); information required for central agency reporting purposes including forms (training – expenditure, and training – human resource reports) detailing resources expended (financial and human) in the provision of training; individual records on employees who are on extended educational leave, CAP and the Management Trainee Program. These banks (files) include resumes, performance reviews, return of service undertaking agreements and forms indicating management approval; inventory of training/authorization forms; inventory of CAP and MTP participants; inventory of interchange participants; inventory of educational/leave participants; and inventory of professional development leave participants. **Class of Individuals:** Employees of the Department of Fisheries and Oceans and other public servants who have either attended DFO courses or who have acted as instructors in DFO courses. **Purpose:** To provide documentation for the administration of training and development programs within the Department of Fisheries and Oceans; administrative focal point with central agencies on TDIS and development programs; and submission of cases for review by the Human Resource Committee. **Consistent Uses:** To register employees on courses and maintain a record of courses taken; to enable follow-up concerning payment and provide Treasury Board with information relating to training activities; to provide management with information concerning employee training taken and planned training activities. **Retention and Disposal Standards:** Training forms retained until the end of the year and then sent to registry. **PAC Number:** 85-001 **TBS Registration:** 000630 **Bank Number:** DFO PPE 806

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Conflict of Interest and Post-Employment Code

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Security Clearances

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Fraser River Port Authority

Chapter 56

The Fraser River Port Authority was established pursuant to the Canada Marine Act which received Royal Assent on the 11th day of June 1998. As a consequential

amendment, the port authority was added to Schedule I of the Access to Information Act and the Schedule of the Privacy Act.

Freshwater Fish Marketing Corporation

Chapter 57

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Great Lakes Pilotage Authority Canada

Chapter 58

Particular Banks

Employee Personnel Files

Description: These files maintain a general record of information on individuals who are employees of the Authority and may contain the following: Attendance and Leave; Discipline; Grievances; Identification and Building-Pass Cards; Official Languages; Performance Review and Employee Appraisals; Staffing; Training and Development; Travel and Relocation. **Retention and Disposal**

Standards: The retention period is seven years. Access to these files will require a name and address. **TBS**

Registration: 002998 **Bank Number:** GLP PPE 805

Order-In-Council Appointments

Description: Information in this bank includes the curricula vitae of members, Orders-in-Council appointing them to the Board, correspondence, travel expense claims. **Purpose:** Information is used in the completion of travel documentation and for remuneration of members.

Retention and Disposal Standards: Files are retained of seven years. **TBS Registration:** 002999 **Bank Number:** GLP PPE 810

Employee Personnel Record
Pay and Benefits

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Gwich'in Land and Water Board

Chapter 59

Note: The Gwich'in Land and Water Board is subject to the Privacy and Access to Information Acts.

Gwich'in Land Use Planning Board

Chapter 60

Note: The Gwich'in Land Use Planning Board is subject to the Privacy and Access to Information Acts.

Halifax Port Authority

Chapter 61

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Employee Assistance

Employee Personnel Record

Employee Equity Program

Grievances

Occupational Safety and Health

Official Languages

Pay and Benefits

Performance Review and Employee Appraisals

Staffing

Travel and Relocation

Hazardous Materials Information Review Commission

Chapter 62

Particular Banks

Managerial and Confidential Exclusions

Description: This bank contains individual employee data related to exclusions. It includes effective dates of exclusion, bargaining unit identification, position number and title, employee group and level and the rationale on which the employee was excluded. **Class of Individuals:**

Employees of the Hazardous Materials Information Review Commission. **Purpose:** The purpose of this bank is to maintain a complete listing of all managerial and confidential exclusions in the Commission and is the only official record of exclusion status. **Retention and Disposal Standards:** Notice of acceptance or objection is retained for three years and exclusion files for five years. **TBS Registration:** 002881 **Bank Number:** HMI PPE 805

Person-Year Utilization System

Description: This bank contains the name of each employee on strength, at the end of the reporting period, together with their classification and date of employment. This information is used to verify the correct identity of individuals and to link the information in this bank with that from the CCAC Personnel Information System. **Class of Individuals:** The information relates to employees of the Commission. **Purpose:** The purpose of this bank is to calculate person-year utilization, which is used for internal management information purposes and in the annual reporting to Treasury Board. **Retention and Disposal Standards:** These files are retained for two years. **TBS Registration:** 002883 **Bank Number:** HMI PPE 810

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Employee Personnel Record

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Reliability Checks

Security Clearances

Staffing

Training and Development

Travel and Relocation

Health Canada

Chapter 63

Central Banks

Health Unit Files

Description: This bank contains some or all of the following types of information: emergency treatment, return to work visits, examinations, counselling, troubled employee counselling, referral and audiogram reports. Persons seeking access to this bank must supply their full name, date of birth and location of the record sought. **Class of Individuals:** Federal public servants. **Purpose:** The purpose of this bank is to maintain records of all health unit consultations including emergency treatment, return to work visits, counselling and referrals, examinations and troubled employee referrals. The information is also used to perform occupational health monitoring. **Consistent Uses:** Information may be used internally for program management purposes and for purposes of research, planning, evaluation, statistics and for internal audit purposes. Information also related to HWC PCE 701. **Retention and Disposal Standards:** Records are retained until the employee reaches age 75, or if 70 years of age or over, they are retained five years after the last examination. Upon expiry of the retention period, some of these records will then be preserved by the National Archives of Canada for archival purposes and the remainder destroyed. **PAC Number:** 77437/607107 **TBS Registration:** 002747 **Bank Number:** HCan PCE 703

Medical Records

Description: This bank contains some or all of the following types of information: medical, psychiatric, psychological and consultant's reports, findings and assessments, laboratory tests and reports, x-rays, and

treatment and counselling reports. Persons seeking access to this information must supply their full name, date of birth and location of the record sought. **Class of Individuals:** Federal public servants, former public servants and prospective public servants. **Purpose:** The purpose of this bank is to maintain occupational health records for federal public servants and prospective public servants including surveillance and maintenance of occupational and environmental health factors, pre-employment, periodic medical and mental health assessments, counselling, first aid and emergency treatment in the work place. The information is used to support medical, mental health, employment and pension decisions/entitlements. **Consistent Uses:** Information may be used internally for program management purposes and for purposes of research, planning, evaluation, statistics and for internal audit purposes. **Retention and Disposal Standards:** Records are retained until the employee reaches age 75 or if 70 years of age or over, they are retained five years after the last examination. Upon expiry of the retention period, some of these records will then be preserved by the National Archives of Canada for archival purposes and the remainder destroyed. **PAC Number:** 577437/638944/607107 **TBS Registration:** 002745 **Bank Number:** HCan PCE 701

Public Service Health Medical Review Board Files

Description: This bank contains some or all of the following types of information: applications, medical reports, medical examination findings, medical and psychological assessments, laboratory reports or x-rays. Persons seeking access to this information bank must supply their full name, date of birth and case file number.

Class of Individuals: Federal public servants. **Purpose:** The purpose of this bank is to maintain a record of decisions/recommendations on contentious medical cases assessed by the Public Service Health Medical Review Board. **Consistent Uses:** Information may be used internally for program management purposes and for purposes of research, planning, evaluation, statistics and for internal audit purposes. Information also related to HWC PCE 701 **Retention and Disposal Standards:** Records are retained until the employee reaches 75 or if 70 years of age or over, they are retained 5 years after the last examination. Upon expiry of the retention period, some of these records will then be preserved and the remainder destroyed. **PAC Number:** 577437/607107 **TBS Registration:** 002746 **Bank Number:** HCan PCE 702

Particular Banks

Departmental Complaints File (Employees)

Description: Information in this bank includes Canadian Human Rights Act complaints and anti-discrimination complaints forwarded to the Department of National Health and Welfare. **Class of Individuals:** Employees and ex-employees who have registered a complaint to the Canadian Human Rights Commission or Public Service Commission. **Purpose:** Records in the bank apply to all employees of the Department who have filed formal complaints and are used to seek resolution or defence or to decide on a course of action. **Consistent Uses:** The use is consistent with the purpose indicated in part 5. **Retention and Disposal Standards:** The files are kept for two years after the last use for an administrative purpose and are then destroyed. **PAC Number:** 86-001 **TBS Registration:** 002748 **Bank Number:** HCan PPE 801

Garnishment

Description: The bank contains the legal documentation associated with the garnishment of salaries and fees in respect of individuals for whom garnishment action has been taken. **Class of Individuals:** Departmental employees and departmental contractors engaged as an individual under contract for services. **Purpose:** The purpose of this bank is to coordinate and control the garnishment process, to implement the pay administration aspects and to ensure that the Department responds to Court Orders within the time limits specified in the legislation. **Consistent Uses:** It enables execution of orders of garnishment, attachment or diversion of funds in accordance with the Garnishment, Attachment and Pension Diversion Act. **Retention and Disposal Standards:** The records are retained for two years after the expiry of the fiscal year or last use for an administrative purpose, whichever is later. **PAC Number:** 86-001 **TBS Registration:** 002787 **Bank Number:** HCan PPE 803

Incentive Awards

Description: The bank includes information on public servants who have been nominated for awards under the federal government's Incentive Awards Plan. Such information may include curricula vitae, narratives in support of meritorious contributions related to their duties or practised suggestions for improvement of Public

Service operations and completed recommendation reports concerning either the Merit Award or the Suggestion Award. **Class of Individuals:** Public servants who have been nominated for awards under the federal government's Incentive Awards Plan. **Purpose:** To identify individuals who have been nominated for awards under the federal government's Incentive Awards Plan. **Consistent Uses:** The information in this bank is used to establish precedents for awards and to provide an audit trail for the disbursements of funds. **Retention and Disposal Standards:** Individual awards funded by the institution are maintained for 6 years. Files affecting precedence must be transferred to the control of the PAC upon expiry of the retention period. **PAC Number:** 86-001 **TBS Registration:** 002914 **Bank Number:** HCan PPE 810

Management Development Program

Description: This bank contains the name, home and mailing address, telephone number, employee group and level, Social Insurance Number or Personal Record Indicator, educational background, career plans, Employment Equity information, rationale of sponsoring managers nominating applicants, performance appraisals and/or attestations of performance, assessment centre, evaluation results, results of interviews and recommendations of the HPB Selection and Advisory Committee (BSAC) for participation in the Management Development Program and Assignments. **Class of Individuals:** All employees of Health Protection Branch aspiring in the mid to short term to positions in the EX group. **Purpose:** Selection of participants for the Management Development Program. **Consistent Uses:** The information gathered in this bank is used only for the assessment of candidates by the Selection Committee(s). **Retention and Disposal Standards:** Retention for a minimum of two years from the date applicants have been informed of selection results. Files are then destroyed. **TBS Registration:** 003667 **Bank Number:** HCan PPE 815

Managerial and Confidential Exclusions Records

Description: Information in the bank pertains to employees excluded from collective bargaining, and includes date of exclusion, exclusion code, level, group, branch and division. **Class of Individuals:** Records in the bank apply to HWC employees excluded from collective bargaining for managerial or confidential reasons. **Purpose:** The purpose of this information bank is to record data on employees excluded from collective bargaining. **Consistent Uses:** The use is consistent with the purpose indicated in part 5. **Retention and Disposal Standards:** The records are retained for 2 years after the information has been superseded or becomes obsolete and are then destroyed. **PAC Number:** 86-001 **TBS Registration:** 002900 **Bank Number:** HCan PPE 802

Person-Year Accounting and Control System (PYAC)

Description: This bank contains person-year utilization information by individual. The social insurance number is used to verify the correct identity of individuals, and to link the information in this bank with that from the Departmental Personnel Information System. **Class of**

Individuals: The information relates to employees of the Department. **Purpose:** The purpose of this bank is to record person-year utilization information, which is used for internal management information purposes and in the annual reporting to Treasury Board. Reporting on person-year utilization is a financial responsibility. **Consistent Uses:** Use of this bank is consistent with the purpose specified in section 5. **Retention and Disposal Standards:** The records are retained for six years and are then destroyed. **PAC Number:** 86-001 **TBS Registration:** 002749 **Bank Number:** HCan PPE 804

Priority Referral and Clearance Centre Files

Description: This bank contains basic personal data, statutory or administrative data, and results of referrals made to managers and/or staffing officers of the Department. **Class of Individuals:** Employees of the institution and persons who have been laid off by the institution. **Purpose:** This bank was created in accordance with sections 29, 30 and 37 of the Public Service Employment Act and sections 33 to 38 of the Public Service Employment Regulations to provide information relating to employees with an administrative or statutory priority for appointment. It exists in accordance with various Public Service Commission policies in order to provide information relating to employees with a priority for appointment. **Consistent Uses:** Use of the bank is consistent with the purpose specified in part 5. **Retention and Disposal Standards:** Hard copy records are retained for five years from the date the employee's priority status is terminated, after which the records are destroyed. Computer files are kept indefinitely. **PAC Number:** 86-001 **TBS Registration:** 002901 **Bank Number:** HCan PPE 805

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Incentive Awards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Reliability Checks

Security Clearances

Staffing

Training and Development

Travel and Relocation

Historic Sites and Monuments Board of Canada

Chapter 64

Note: Information on the members of the Historic Sites and Monuments Board of Canada is held by Canadian Heritage.

Human Resources Development Canada

Chapter 65

Central Banks

Government Compensation Records

Description: Information contained in this bank includes reports of accidents, claims for compensation, supporting medical documents, correspondence and records of amounts of money paid. **Class of Individuals:** Federal and Crown corporation employees. Proof of identification

may be required before access is granted. **Purpose:** The purpose of this bank is to record all claims for compensation under the Government Employees Compensation Act. **Consistent Uses:** The files are used to establish validity of claims and to determine workers' compensation entitlement. **Retention and Disposal Standards:** Three years after claim is settled. The complete file is then microfilmed. The microfilm is retained

for 100 years. **PAC Number:** 69-089, Amend. 1 **TBS Registration:** 000457 **Bank Number:** HRDC PCE 701

Pilot Project in Disability Management

Description: Information contained in this bank includes information obtained from employees of Correctional Services Canada, Human Resources Development Canada, National Defence, and Public Works and Government Services who participate in the Pilot Project in Disability Management. The information is obtained by the Project's Case Managers in order to develop and implement an employee's individualized return-to-work plan that specifies the responsibilities of the employer, employee, attending physician, and other service providers who may be involved in the employee's rehabilitation and return-to-work process. It may also include a licensed medical practitioner's statement of physical or mental capacities of the individual. **Class of Individuals:** Employees of the participating institutions who have experienced an injury or illness and are being assisted with their workforce reintegration. **Purpose:** The purpose of this bank is to assist Case Managers with pilot testing a Disability Management program that helps prevent disability and assists employees to quickly and safely return to work after an injury or illness. **Consistent Uses:** Information contained in this bank will be used to evaluate the effectiveness of Disability Management and the Pilot Project. **Retention and Disposal Standards:** Information will be retained for no less than two years after the last activity relating to the employee's return to work. **Related to PR#:** HRDC MSC 025 **TBS Registration:** 003410 **Bank Number:** HRDC PCE 705

Particular Banks

Business Resumption Planning

Description: This bank contains Business Resumption Plans for all points of service for Human Resources Development Canada. The plans contain the home addresses and telephone numbers of all employees. **Class of Individuals:** Employees of Human Resources Development Canada. **Purpose:** To enable employees to be contacted in response to an emergency which affects the delivery of essential services. **Consistent Uses:** Information in this bank may be used by Human Resources Development Canada for research, planning, evaluation and statistics. **Retention and Disposal Standards:** The Plans are updated on a regular basis and information on persons no longer employed by the section for which the Plan was written is deleted immediately. **PAC Number:** To be determined. **TBS Registration:** 004157 **Bank Number:** HRDC PPE 801

Career Planning and Review Inventory

Description: This bank may include the following documents: two or more of the most recent evaluations, the Career Planning Data Sheet, Management Resources Information Summary and a resumé, if available. **Class of Individuals:** Employees in HRDC. **Purpose:** The information in this bank will be used in the Career Planning and Review process, by the members of the Career Planning and Review Committees and for referrals for assignments or secondments by user managers.

Members of the committees have access to the information in this bank, through the Human Resources Planning Officer or the Chief, Human Resources Planning, and/or the responsible administrative unit. **Consistent Uses:** The consistent uses of this information may include the creation of staffing inventories to identify candidates who have expressed specific interests to aid in staffing positions as they become available. It may also be used in setting priorities and authorizing training and development to meet identified needs in human resources planning, and for statistical analysis forecasting and internal audits. It may also be provided to private sector survey firms for evaluation, statistics, research and planning. **Retention and Disposal Standards:** The retention period is five years for managers. Contact: Director, Operations Services Division – Quebec, Human Resources, HRDC, Place du Portage, Phase IV, 3rd Floor, Hull, Quebec, K1A 0J9. **TBS Registration:** 002006 **Bank Number:** HRDC PPE 802

Human Resources Planning Information Program (HRPIP)

Description: This computerized bank was developed by managers to assist in the preparation of their Human Resources Planning exercise. It contains information on HRDC positions, employees, staffing action/ adjustments, and Training and Development. Position information collected includes the Position number, title, group and level, exclusion indicator, language requirements, unit, reporting relationship (supervisor's position number and title). Employee information includes the Public service start date, birthdate, home address and telephone number, employee type (full-time, part-time, etc.) position title and number, location and telephone number, bilingual capability, employment history, career aspirations, mobility, training and development history (as well as proposed), date of last performance appraisal (as well as a BF for the next due appraisal). The system also keeps track of start/end dates for acting, secondment and assignment situations with an active BF system. Staffing action/adjustment module keeps track of areas which, in the opinion of the manager, will require some action to ensure that operational demands are met; this includes vacancies which are likely to occur due to long-term disability leave, maternity leave, care and nurturing leave, extended vacation leave and any other situation which will require attention. The Training and Development module records available courses, maintains a list of employees identified for each course through the appraisal process, as well as the status of this training (proposed, approved, completed). **Class of Individuals:** Employees of the institution whether indeterminate, term, casual, full-time or part-time. **Purpose:** To assist managers in the preparation of their Human Resources Plans. **Consistent Uses:** To support such personnel functions as human resources planning and development, performance evaluations, training, relocation, employment equity; to produce management reports (e.g. regarding official languages, employment equity, labour supply/demand forecasts, training forecasted/completed, overview of employee age/service (possible retirement projections). Social insurance number is collected and used for non-statutory purposes, until such time as it can be

replaced by HRDC's new Human Resources Employee Identification Number System. **Retention and Disposal Standards:** Retained for a minimum of two years following last action. **TBS Registration:** 003331 **Bank Number:** HRDC PPE 812

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Security Clearances

Staffing

Training and Development

Travel and Relocation

Immigration and Refugee Board

Chapter 66

Particular Banks

Automated Access/Security System – 344 Slater Street, Ottawa

Description: This bank contains information relating to the use of individual identification Access cards, i.e. card number, name of person to whom card issued, photograph and signature of card holder. **Class of Individuals:** Employees of the IRB national headquarters – 344 Slater Street, Ottawa. **Purpose:** The purpose of this bank is to provide a record of the access to IRB premises and to grant access to authorized individuals. **Consistent Uses:** The information in this bank would be used in the event of a breach in Board security. **Retention and Disposal Standards:** The information will be retained for a two year period following the last administrative action and then destroyed. **TBS Registration:** 004080 **Bank Number:** IRB PPE 811

Automated Property Access Security – Toronto Victoria Street Office

Description: This bank contains information relating to the use of individual identification access numbers. **Class of Individuals:** Employees in the Toronto Victoria Street Office only. **Purpose:** The purpose of this bank is to provide a record of the access to Board property. **Consistent Uses:** The information in this bank would be used in the event of a breach in Board security. **Retention and Disposal Standards:** The information is retained for one year and then deleted. In the event that any information is used for an administrative purpose the information used would be retained for two years after the last administrative action and then deleted. **TBS Registration:** 003177 **Bank Number:** IRB PPE 804

Employee Assistance

Description: The Board has a Memorandum of Understanding with Health Canada, Occupational and Environmental Health Services Agency to provide Employee Assistance Services to all employees and members of the Board. No Employee Assistance Program (EAP) information banks exist within the Board. The Bank in Health Canada contains information treated in a confidential fashion that is relative to IRB employee involvement in EAP; notice of voluntary or mandatory (supervisory work performance related) referral; records of reference to, or reports and correspondence from a health professional or rehabilitation agency; and only non-medical interpretations concerning an employee's work capabilities or limitations. All personal medical data shall be maintained in a medical protected status under the control of the Occupational and Environmental Health Services Agency, Health Canada. Work relating to work performance deficiencies, absenteeism and disciplinary matters are to be held in the appropriate institutional personal information bank and not held with EAP files. **Class of Individuals:** Employees and Members of the Board. **Purpose:** The purpose of this bank is to record information necessary for the administration of the Employee Assistance Program. To determine the need for employee assistance counselling, referrals for medical evaluations and participation in rehabilitation programs. Only statistical information is released to the Board. **Consistent Uses:** To support decisions regarding employee assistance measures. **Retention and Disposal Standards:** Two years following the date of the most recent reference to employee assistance, after which the records are destroyed. **TBS Registration:** 003176 **Bank Number:** IRB PPE 803

Member Tracking System

Description: This information bank contains personal data on members, such as home addresses, telephone numbers, dates of assignments, expiration dates of assignments; and the language spoken by Members.

Class of Individuals: Members of the Board. **Purpose:** The purpose of this data bank is to keep track of Board Members' appointment and expiration dates. It is also used as the source list of individuals available to hear cases for the Board. **Retention and Disposal**

Standards: Records are destroyed two years after the expiry of a Member's term of appointment. **PAC Number:** 85-001 **TBS Registration:** 003174 **Bank Number:** IRB PPE 801

Review of Complaints – Governor in Council Appointees

Description: This bank may contain correspondence with respect to complainants made by the public or interested

third parties for alleged improper behaviour of a Member pursuant to the Code of Conduct; testimony by witnesses; legal opinions; inquiries into improper behaviour; and analysis reports of the inquiries. **Classes of Personal Information:** Governor in Council Appointees of the institution. **Purpose:** The purpose of this bank is to maintain information concerning complaints made under the Public Complaints Process, and to determine the need for and nature of any action. **Consistent Uses:** To foster and maintain the highest standards of professionalism and conduct of Members and to enhance public confidence in the integrity and competence of the Members. **Retention and Disposal Standards:** Information is maintained for three years after the last administrative use in the case of founded complaints, and for two years after the last administrative use in the case of unfounded complaints. **TBS Registration:** 004069 **Bank Number:** IRB PPE 806

Indian and Northern Affairs Canada

Chapter 67

Particular Banks

Workforce Adjustment Program

Description: This bank contains personal information on employees who are entitled to a staffing priority (as defined in the Public Service Employment Act) and on those employees given an administrative priority by the Public Service Commission. Personal information includes: educational background; employment history; address; training and development; preferred location of employment within Canada; and willingness to accept lower-level positions. Social insurance numbers may be used to identify employees. This information is collected by means of questionnaires, interviews and curricula vitae. **Class of Individuals:** Departmental employees. **Purpose:** This bank provides documentation to personnel officers in order to facilitate the placement in locations across Canada of those employees currently entitled to a staffing priority within the Public Service of Canada. The bank is also used to support decisions regarding the placement of priority employees in positions within the Department or in other departments and agencies. **Retention and Disposal Standards:** Records are retained for three years after an employee entitled to a staffing priority is placed. **PAC Number:** 85-001 **Related to PR#:** INA HRB 921 **TBS Registration:** 002541 **Bank Number:** INA PPE 801

Ombudsman's Case Files

Description: The bank contains information on difficult situations raised by departmental employees as well as approaches taken to solve situations. It also includes information on follow-up activities. **Class of Individuals:** Departmental employees at all levels. It may include names, gender and information on employment equity group (voluntary). **Purpose:** The bank provides a centralized current information source on issues raised,

and is maintained by the Staff Ombudsman. **Consistent Uses:** The bank provides the Staff ombudsman with a proper mechanism to track pertinent information on issues raised in order to be in a better position to counsel employees on the best option to solve their situations. It also serves to produce an Annual Report which includes statistical information (number of employees, type of issues raised, action taken), trends and recommendations. **Retention and Disposal Standards:** Two years from the time the file was last updated. **TBS Registration:** 004260 **Bank Number:** IAN PPE 802

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Workplace Day Care

Industry Canada

Chapter 68

Central Banks

Client and Functional Community Feedback

Description: This bank includes information such as job categories, employment status and work locations of employees. It also contains personal opinions or views on client satisfaction. **Class of Individuals:** Randomly selected Industry Canada employees across Canada with a few from other Federal Departments such as Treasury Board of Canada Secretariat and Public Works and Government Services Canada who use the Corporate Comptroller's Branch products and services. **Purpose:** the purpose of this bank is to support internal Program Review activities within the Corporate Comptroller's Branch, specifically on the efficiency and effectiveness in providing the Branch's products and services. **Consistent Uses:** Used to provide statistics which will assist the Corporate Comptroller's Branch to assess its client and functional community satisfaction. It is also used to contribute to formulating policy, planning and operation decisions. **Retention and Disposal Standards:** Retained for two years and then destroyed. **TBS Registration:** 003892 **Bank Number:** IC PCE 702

Conflict of Interest Records

Description: This bank contains information regarding the classes of persons referred to in the Conflict of Interest and Post-Employment Code for public office holders. It contains personal information about their private activities, their assets and liabilities. **Class of Individuals:** Lieutenant governors, ministers, their exempt staff, parliamentary secretaries, Governor in council appointees and full-time ministerial appointees who are or were subject to the Code. **Purpose:** The purpose of this bank is to record information required for the administration of the Conflict of Interest and Post-Employment Code for public office holders. **Consistent Uses:** To establish precedents in administering the Conflict of Interest and Post-Employment Code and to extract and maintain in a public registry (<http://strategis.ic.gc.ca/SSG/oe01048e.html>) that portion of the information which the Code requires to be maintained in that manner. **Retention and Disposal Standards:** Information is generally held in this bank for two years after the individual concerned leaves public office, according to Schedule 5 of the General Records Disposal Schedules of the Government of Canada. **PAC Number:** 86/001 **Related to PR#:** CCA DRG 165 **TBS Registration:** 000130 **Bank Number:** IC PCE 701

Particular Banks

Amex Individual Credit Cards

Description: This bank contains application forms for Amex credit cards. **Class of Individuals:** Departmental employees. **Purpose:** To provide employees who travel frequently with a government-sponsored personal credit card to pay for travel services. **Consistent Uses:** Monthly activity reports are used to ensure payments are made by due date. They are also used to identify seriously delinquent accounts when assistance in the collection of the account is requested by Amex. **Retention and Disposal Standards:** Application forms are retained for two years after the last use of the card. **PAC Number:** 86/001 **TBS Registration:** 002562 **Bank Number:** IC PPE 811

Bank of Mentors

Description: This bank contains personal information on employees, specifically their curriculum vitae, the type of assistance they prefer offering or looking for and the groups of employees the mentor is most comfortable to deal with. The information is collected by means of a questionnaire and/or during the course of an interview. **Class of Individuals:** All employees of the Department. **Purpose:** The purpose of this bank is to coordinate the Department mentoring program. **Consistent Uses:** The information gathered will be used to maximize the compatibility between the mentor and his protegee. **Retention and Disposal Standards:** Records will be kept as long as the senior employee is an active mentor or two years after the last administrative action and then destroyed. **PAC Number:** 86/001 **TBS Registration:** 003668 **Bank Number:** IC PPE 807

Brokerage Unit

Description: This bank contains information on employees declared surplus, affected or laid-off. Information usually consists of a letter from the Department to the employee, the employee's curriculum vitae, copies of appraisals, the staffing priority notification form, the language test results (where applicable) and the positions within the Department for which the employees were considered. **Class of Individuals:** Certain employees of Industry Canada. **Purpose:** This bank is used by management for human resource planning and is also used to aid employees in finding alternative employment of assignments. **Consistent Uses:** The information contained in this bank is provided to the Public Service Commission for information and placement

purposes; to Treasury Board on request for information purpose. The names of employees and information on placement efforts are provided to Unions for the employees they represent. **Retention and Disposal Standards:** Records are retained for two years after employees' placement or their leaving the public service and are then destroyed. **TBS Registration:** 003347 **Bank Number:** IC PPE 802

Departmental Assignment Program

Description: This bank may contain résumés, appraisals, assignment agreements, references, interview information, referral results, employee requests for assignment forms and general correspondence. **Class of Individuals:** Federal government employees who have requested a departmental assignment. **Purpose:** The information will be used to maintain an inventory of employees interested in an assignment or vacancy. **Consistent Uses:** The information is used to identify interested employees for referral for available assignment opportunities. **Retention and Disposal Standards:** Records are retained for a period of two years after completion of an assignment. **PAC Number:** 86/001 **Related to PR#:** IST IST 921 **TBS Registration:** 002905 **Bank Number:** IC PPE 803

Employee Feedback

Description: This bank includes information such as job categories, employment status and work locations of departmental employees. It also contains employee personal opinions or views on their job satisfaction and work environment. **Class of Individuals:** Industry Canada employees who work in the Corporate Comptroller's Branch, National Capital Region. **Purpose:** The purpose of this bank is to support internal Program Review activities within the Corporate Comptroller's Branch, specifically on the efficiency and effectiveness in providing the Branch's products and services. **Consistent Uses:** Used to provide statistics which will assist the Corporate Comptroller's Branch to assess its employee satisfaction and work environment. It is also used to contribute to the formulating policy, planning and operation decisions. **Retention and Disposal Standards:** Retained for two years and then destroyed. **PAC Number:** 86/001 **TBS Registration:** 003891 **Bank Number:** IC PPE 813

Employee Reimbursements

Description: The Personal Information Bank will contain names of employees and their home addresses. **Class of Individuals:** Departmental Employees. **Purpose:** To provide the name and mailing addresses of departmental employees so that expense claims refund cheques can be mailed directly to their home from Public Works and Government Services Canada. **Consistent Uses:** This bank of data is for internal use only. No matching activities are applicable. **Retention and Disposal Standards:** Retained for six years and then destroyed. **PAC Number:** 86/001 **Related to PR#:** IST/IST-914 **TBS Registration:** 003218 **Bank Number:** IC PPE 806

Employee's Survey

Description: This bank will include information such as job categories, work locations, age and gender of federal employees. It also contains personal opinions or views on

various facets of the workplace, such as internal communications, leadership, career development and team work. **Class of Individuals:** All employees of the Spectrum, Information Technology and Telecommunications (SITT) Sector at Industry Canada (approx. 400) and employees in regional offices of Industry Canada who have the responsibility of discharging SITT's mandate in the regions (approx. 400). **Purpose:** The purpose of this bank is to support an internal renewal exercise within SITT. This effort aims at improving the overall work environment. **Consistent Uses:** Will be use to help the management and Employee's Council of SITT develop initiatives and practices which will contribute to the betterment of the workplace environment. **Retention and Disposal Standards:** Retained for two years and then destroyed. **PAC Number:** 86/001 **TBS Registration:** 003955 **Bank Number:** IC PPE 800

Incentive Awards

Description: The bank includes information on public servants who have been nominated for awards under the federal government's Incentive Awards Plan and the various departmental awards program. Such information may include curricula vitae, performance evaluations, narratives in support of meritorious contributions related to their duties as well as practical suggestions for improvement of public service operations, and completed reports concerning the awards program. **Class of Individuals:** Employees of the Department. **Purpose:** To identify individuals who have been nominated for awards. **Consistent Uses:** The information in this bank is used to establish precedents for awards and to provide an audit trail for the disbursement of funds. **Retention and Disposal Standards:** Records are retained for six years and then destroyed. **PAC Number:** 86-001 **TBS Registration:** 002561 **Bank Number:** IC PPE 812

Internet Audit Data Base

Description: This bank contains information pertaining to the access of the Internet via the Industry Canada Corporate Network, in particular what Internet sites are being visited by departmental employees. The data base contains Internet Web site visited in conjunction with the employee's IP address. The individual's actual name is not contained within the data base however, the IP address can be cross-referenced to the individual's name when required. **Class of Individuals:** All employees of the Department. **Purpose:** The purpose of the bank is to provide an audit trail of Internet web sites visited by employees of Industry Canada. Industry Canada has an Internet Usage Policy which outlines acceptable uses of the Internet by staff. Should an employee be in violation of any of the terms of the Policy, the audit will service as background information should further action be required. **Consistent Uses:** The information housed in the bank will be provided upon request by Industry Canada Security. The information is released to Industry Canada officials when they have sufficient reason to believe access to the Internet via Industry Canada's network has been compromised by an individual of the department. **Retention and Disposal Standards:** The retention period for the audit data base is two years. The

information is then destroyed. **PAC Number:** 86/001
TBS Registration: 003979 **Bank Number:** IC PPE 816

Ombudsman Program

Description: This bank contains information on employees requesting that certain workplace situations be changed or investigated. Information contained could be “complainant’s” name, colleague’s or supervisor’s name. **Class of Individuals:** Department of Communications employees. **Purpose:** The purpose of this bank is to provide information to allow the Ombudsman to investigate allegations or situations and recommend or mediate solutions where possible. This will be outside the regular grievance/appeal processes. **Retention and Disposal Standards:** Retention and disposal for this bank are to be established. **TBS Registration:** 003003 **Bank Number:** IC PPE 808

PeopleSoft/HRMS

Description: This data bank contains the following information: sector, branch, name, PRI, sex, first official language, classification and employment location. It is an automated human resources management system that contains information on the management of positions and classifications decisions, the administration of the workforce including the tracking of assignments, priority management, administration of training, labour management relations, official languages, employment equity, compensation and leave. **Class of Individuals:** All employees of Industry Canada. **Purpose:** Management of human resources within Industry Canada as described above under “Description”. **Retention and Disposal Standards:** Data beyond five years are electronically archived but can be accessed at any time. **PAC Number:** 98/005 **TBS Registration:** 004254 **Bank Number:** IC PPE 815

Personal Information Disclosed to Federal Investigative Bodies

Description: In accordance with subsection 8(4) of the Privacy Act, this bank has been established to retain copies of requests received from authorized federal investigative bodies for personal information pursuant to paragraph 8(2)(e) of the Privacy Act, for the purpose of enforcing a law of Canada or of a province or for carrying out a lawful investigation. **Class of Individuals:** Federal employees about whom requests for personal information have been received pursuant to paragraph 8(2)(e) of the Privacy Act. **Purpose:** The purpose of this bank is to permit the Privacy Commissioner to review disclosures made under the Act to federal investigative bodies. **Retention and Disposal Standards:** Records are retained for two years and then transferred to the National Archives of Canada. **PAC Number:** 86/001 **Related to PR#:** RIE ACC 285 **TBS Registration:** 002012 **Bank Number:** IC PPE 801

Research Assistant (SI) Bridging Program

Description: Contains the resumes and the results assessment (i.e. assessments, scores, interview notes, evaluations, etc.) of candidates applying to the SI Bridging Program. **Class of Individuals:** Candidates who chose to undertake this exercise were term and indeterminate employees of Industry Canada, in the

administrative and support group categories (SCY, CR, and AS). **Purpose:** The information is used to determine the suitability of candidates to the SI Bridging Program. **Consistent Uses:** To be used only as outlined in the purpose of the bank. **Retention and Disposal Standards:** To be retained for a minimum of 7 years after the last administrative action. **PAC Number:** 98/005 **TBS Registration:** 004443 **Bank Number:** IC PPE 817

Retirement Financial Modelling

Description: A unique service offered to employees (of certain branches) who are presently over the age of 50 with various years of service who wish to see whether they can afford to retire. It is a Data Bank, using Quattro Pro Program, which will provide information concerning income and expenditure patterns for up to 15 years. Personal information such as salary, pension plans, investments and budget plans, and major expenses are used to create different models which the employee can review in order to make a decision concerning retirement. **Class of Individuals:** Industry Canada employees who can consider an early retirement. **Purpose:** To create draft financial scenarios to determine if an employee can retire. **Consistent Uses:** To be used only as outlined in the purpose of the bank. **Retention and Disposal Standards:** Draft reports will be the property of the Branch employees utilizing the service. Information contained in the Data Bank spreadsheet will be destroyed after six months (erased from memory and no disks kept by the Consultant). **PAC Number:** 86/001 **TBS Registration:** 003669 **Bank Number:** IC PPE 804

Senior Management Development Information

Description: This bank contains information provided by employees on their education, work experience, career aspirations and training. It also contains information on date of birth, first official language, official language test results and appraisal ratings. **Class of Individuals:** Departmental employees who occupy positions in the executive as well as those at EX-1 and EX-2 levels. **Purpose:** This bank is used to facilitate human resource planning and career planning. **Consistent Uses:** Information will be used by senior departmental officials and by personnel staff concerned with human resource planning. **Retention and Disposal Standards:** Records will be maintained and updated until such time as employees leave the Department when these records will be destroyed or two years after the last administrative action. **TBS Registration:** 002711 **Bank Number:** IC PPE 810

Standard Banks

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Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Reliability Checks

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

International Centre for Human Rights and Democratic Development (Rights and Democracy)

Chapter 69

Note: For information on the employees of Rights and Democracy (the International Centre for Human Rights and Democratic Development), please contact the Centre's Access to Information and Privacy Coordinator (listed in the Introduction).

International Development Research Centre

Chapter 70

Particular Banks

Human Resources Inventory

Description: This bank contains an inventory of external applicants for possible employment at the International Development Research Centre. All unsolicited cvs are classified according to the established classification system. It is used to identify applicants for recruitment purposes. **Class of Individuals:** All applicants requesting employment at IDRC. **Purpose:** Applicants for employment at IDRC. **Consistent Uses:** The system is used to screen suitable applicants for new or vacant positions and to categorize suitable applicants for eventual employment. **Retention and Disposal Standards:** Retained for six months after date of reply. **PAC Number:** 86-001 **TBS Registration:** 001153 **Bank Number:** IDR PPE 802

Medical Records

Description: This bank records the medical history of the employees of the International Development Research Centre as well as of family members of staff who are posted overseas, and of OAG and CCC staff who consult the travel clinics according to contractual agreement. It contains pre-employment examinations, health histories, reports of physical examinations, results of biochemical tests, x-rays and cardiograms. The files are currently arranged by name in alphabetical order. **Class of Individuals:** Past and present employees of IDRC, OAG

and CCC contract staff. **Purpose:** The information was compiled to maintain a health history record of past and present employees of IDRC and of OAG and CCC contract staff. **Consistent Uses:** This file is used to record health history and medical examinations of employees and of OAG and CCC contract staff, to record annual and periodic medical examinations of all employees who travel overseas, and to maintain and update required inoculations of all employees and OAG and CCC contract staff who travel abroad. **Retention and Disposal Standards:** The records are retained for ten years after the termination of employment or the last administrative action, and are then destroyed. **PAC Number:** 83-002 **TBS Registration:** 001154 **Bank Number:** IDR PPE 803

Official Languages

Description: This bank contains official languages data on job language requirements and incumbents language data such as: first official language, meets or does not meet language requirements, in training or not, results of testing and date of testing. Language examination results and exemptions are attached to the Employee Personnel Record. Similar data is also held in Particular Banks of the Public Service Commission and Treasury Board Secretariat. **Class of Individuals:** Employees of the International Development Research Centre. **Purpose:** The purpose of this database is to provide the basic information required to administer the Official Languages

Program. **Consistent Uses:** To administer the Official Languages Program at IDRC. **Retention and Disposal Standards:** The data is retained for the duration of an employee's employment at IDRC. **TBS Registration:** 002846 **Bank Number:** IDR PPE 806

Parking

Description: This bank contains permit applications and correspondence about parking of motor vehicles on the International Development Research Centre leased property. Records of payment of parking fees are included in the Employee Personnel Record. **Class of Individuals:** Employees of IDRC. **Purpose:** The purpose of this bank is to maintain information for the administration of parking privileges. **Consistent Uses:** To issue parking permits. **Retention and Disposal Standards:** Records are destroyed two years after permit expires. **TBS Registration:** 002844 **Bank Number:** IDR PPE 804

Personnel Records

Description: This bank serves to maintain personal information on individual employees of the International Development Research Centre. It contains information relating to individual awards, dismissals, lay-offs, resignations, retirements, promotions and demotions, attendance, classification, records of earnings, superannuation, insurance, benefits, transfers and postings, language examination exemptions, employment contracts, individual performance appraisal, appeals, grievances, conflict of interest cases, disciplinary action, certificates and diplomas, identification and building passes, training and application for employment. **Class of Individuals:** Employees of IDRC. **Purpose:** The information is compiled to maintain a cumulative record of an individual's employment with IDRC for the purpose of facilitating personnel administration. **Consistent Uses:** Files are used to maintain a record of each employee's personal history and to maintain a record of employment, classification, pay, appraisals, promotions, leave, superannuation, insurance benefits, etc. **Retention and**

Disposal Standards: Retained by IDRC for the duration of employment plus two years, then transferred to the control of the National Archives. The information is destroyed when the individual reaches the age of 70, or two years after the death of the individual, provided two years have elapsed since the last administrative action concerning the information. Records of individuals, if judged by the National Archivist of Canada to be of historical interest or archival value, are retained permanently by the National Archives of Canada. Information relating to individual performance appraisals, appeals, grievances, conflict of interest cases, personal harassment, identification and building passes, training and application for employment, is retained by IDRC for a period of five years after employment termination, and then destroyed. **PAC Number:** 86-001 **TBS Registration:** 001152 **Bank Number:** IDR PPE 801

Travel and Relocation

Description: This bank contains authorizations, advances, claims receipts, travel arrangements and itineraries, and correspondence concerning travel, relocation or postings of employees. **Class of Individuals:** Employees of the International Development Research Centre. **Purpose:** The purpose of this bank is to maintain information regarding travel, relocation and postings of employee of IDRC. **Consistent Uses:** To administer the travel and relocation functions with respect to their approval as well as posting authorizations, advances, and claims. **Retention and Disposal Standards:** Records are destroyed six years following the fiscal year in which the travel or relocation claim was settled. **TBS Registration:** 002845 **Bank Number:** IDR PPE 805

Standard Banks

Please see the INTRODUCTION to this publication for the Standard Banks and a description of their contents.

Security Clearances

Jacques Cartier and Champlain Bridges Incorporated

Chapter 71

Particular Banks

Conflict of Interest

Description: This bank contains voluntary disclosures by employees concerning potential conflict of interest situations and investigation reports and correspondence about potential and actual employee conflicts between the private interests or holdings of employees and their official duties. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose of this bank is to maintain information about potential and actual conflict of interest situations for employees of a government institution, to record potential conflicts of interest and to resolve actual conflicts of interest. **Consistent Uses:** To support decisions on transfers, discipline and termination of employment. **Retention and Disposal Standards:**

Two years after potential conflict of interest no longer exists or actual conflict of interest has been resolved, after which the records are destroyed. **PAC Number:** 85-001 **TBS Registration:** 000663 **Bank Number:** JCCBI PPE 802

Grievances

Description: This bank contains presentations by employees and bargaining unit representatives; receipt notices and replies by management; testimony by witnesses; legal opinions; investigation and analysis reports; job descriptions in regard to classification grievances, and correspondence about grievances. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose of this bank is to record information used in the grievance process through all levels up to and

including arbitration. **Consistent Uses:** Information contained in this bank is used exclusively to accommodate and, where possible, resolve grievances through all levels in the grievance process, up to and including arbitration. **Retention and Disposal Standards:** Ten years following date of resolution or date of decision by the arbitrator, the records are destroyed. Some of these records are kept for a longer period for administrative or research purposes. **PAC Number:** 85-001 **TBS Registration:** 000651 **Bank Number:** JCCBI PPE 803

Sun Life of Canada's Group Insurance Portfolio Reports

Description: This bank contains individual JCCBI employee data related to insurance coverage matters. **Class of Individuals:** Employees of the institution. **Purpose:** Sun Life Assurance Company of Canada uses the information to establish monthly premiums for the following insurance: life, long-term disability, dependant life insurance, death and accidental dismemberment and health care/drugs/vision care/dental care. **Consistent Uses:** See "Purpose" above. **Retention and Disposal Standards:** For the duration of employment and until age 80 provided 2 years have elapsed since the last administrative action on the file. **TBS Registration:** 004474 **Bank Number:** JCCBI PPE 806

Pension Plan Records

Description: The bank contains individual data pertaining to the Pension Plan. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose is to report total remittances to superannuation fund during the year based on employee deductions. **Consistent Uses:** Public Works and Government Services Canada ensures that total deductions balance with total remittances. **Retention and Disposal Standards:** For the duration of employment and until age 80 provided 2 years have elapsed since the last administrative action on the file. **TBS Registration:** 004475 **Bank Number:** JCCBI PPE 807

Taxation Records

Description: The bank contains individual data related to salary and various deductions, including taxes for the institution's active and some retired employees. **Class of Individuals:** Active and retired employees of the institution. **Purpose:** The purpose is to comply with Revenue Canada-Taxation requirements. **Consistent Uses:** To determine individual income and taxes. **Retention and Disposal Standards:** For the duration of employment and until age 80 provided 2 years have elapsed since the last administrative action on the file. **TBS Registration:** 004476 **Bank Number:** JCCBI PPE 808

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Harassment

Occupational Safety and Health

Official Languages

Pay and Benefits

Performance Reviews and Employee Appraisals

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle Accidents

Laurentian Pilotage Authority Canada

Chapter 72

Particular Banks

Register of Pilots employed by the Authority

Description: This contains information on physical characteristics, licences, certificates and marine incidents. **Class of Individuals:** Pilots and apprentice pilots from the Laurentian Pilotage Authority. **Purpose:** Retain a register of certificates and qualifications required under the Pilotage Act. **Retention and Disposal Standards:** Files are retained in our office two (2) years from the date which the pilots or apprentice pilots cease to be employed and then are sent to the National Archives. **TBS Registration:** 003684 **Bank Number:** LPA PPE 801

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Discipline

Employee Personnel Record

Grievances

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Staffing

Training and Development

Travel and Relocation

Law Commission of Canada

Chapter 73

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Employee Personnel Record

Leadership Network (The)

Chapter 74

Central Banks

Assistant Deputy Minister Database

Description: This bank contains exhaustive and up-to-date information on Assistant Deputy Ministers. It also provides a source of accurate and timely contact information on ADM's as well as facilitating skills development and rotation of ADM's, including tombstone information, work history, professional qualifications and education, career interests, managerial experience, linguistic results, security check results. **Class of Individuals:** Assistant Deputy Ministers and interchange participants. **Purpose:** The purpose is to support the collective management system of ADM's as well as to conduct demographic studies and other analyses of the ADM population. **Consistent Uses:** This bank is used to support the collective management of ADM's. **Retention and Disposal Standards:** Yet to be determined. **TBS Registration:** 004391 **Bank Number:** LN PCE 720

Assistant Deputy Minister Resourcing – Closed Competition

Description: This bank may contain security clearance rating, language examination results, memoranda to the Public Service Commission (Board Report) letters of offers, letters of acceptance, letters to unsuccessful candidates, Official Languages Information forms, job descriptions, the Request for Non-Delegated Staffing, job profiles, statements of qualification, application forms, reference check results, track record reports, and records of persons considered for positions. Individuals seeking access to this information are requested to give the pertinent reference number (i.e. competition number). **Class of Individuals:** Persons who are included in an ADM competition administered by The Leadership Network on behalf of the Public Service Commission.

Purpose: This bank exists to record and provide information relating to ADM competitions administered by The Leadership Network on behalf of the Public Service Commission. **Consistent Uses:** This bank is used to provide information relating to ADM selection and appointments administered by The Leadership Network and made by the Public Service Commission. **Retention and Disposal Standards:** Yet to be determined. **TBS Registration:** 004381 **Bank Number:** LN PCE 710

Assistant Deputy Minister Resourcing – Deployment from Pool

Description: This bank may contain security clearance ratings, language examination results, letters of application, memoranda, letters of offer, letters of acceptance, Official Languages Information forms, job descriptions, statements of qualification, candidate reports, track record and 360° evaluations, reference check results, and records of persons considered for positions. Individuals seeking access to this information are requested to give the deployment action. **Class of Individuals:** Public servants. **Purpose:** This bank exists to record and provide information relating to ADM resourcing competitions administered by The Leadership Network on behalf of the Public Service Commission. **Consistent Uses:** This bank is used to provide information relating to ADM selection and appointments administered by The Leadership Network and made by the Public Service Commission. **Retention and Disposal Standards:** Yet to be determined. **TBS Registration:** 004469 **Bank Number:** LN PCE 725

Assistant Deputy Minister Resourcing – Open Competition

Description: This bank may contain security clearance rating, language examination results, memoranda to the

Public Service Commission (Board Report) letters of offers, letters of acceptance, letters to unsuccessful candidates, Official Languages Information forms, job descriptions, the Request for Non-delegated Staffing, job profiles, statements of qualification, application forms, reference check results, track record reports, and records of persons considered for positions. Individuals seeking access to this information are requested to give the pertinent reference number (i.e. competition number).

Class of Individuals: Public servants and non public servants. **Purpose:** This bank is used to record and provide information relating to ADM competitions administered by The Leadership Network on behalf of the Public Service Commission. **Consistent Uses:** This bank is used to provide information relating to ADM selection and appointments administered by The Leadership Network and made by the Public Service Commission.

Retention and Disposal Standards: Yet to be determined. **TBS Registration:** 004390 **Bank Number:** LN PCE 715

Assistant Deputy Minister Resourcing – Without Competition

Description: This bank may contain security clearance ratings, language examination results, letters of application, memoranda, letters of offer, letters of acceptance, Official Languages Information forms, job descriptions, statements of qualification, candidate reports, track record and 360° evaluations, reference check results, and records of persons considered for positions. Individuals seeking access to this information are requested to give the pertinent reference number (i.e. without competition number). **Class of Individuals:** Public servants. **Purpose:** This bank exists to record and provide information relating to ADM resourcing competitions administered by The Leadership Network on behalf of the Public Service Commission. **Consistent Uses:** This bank is used to provide information relating to ADM selection and appointments administered by The Leadership Network and made by the Public Service Commission. **Retention and Disposal Standards:** Yet to be determined. **TBS Registration:** 004470 **Bank Number:** LN PCE 730

Assistant Deputy Minister and Successful PQP Personal Files

Description: This bank may contain basic personal data skills and work history, tombstone information, professional qualifications, applications, letters of offer, acceptance and acknowledgement, notations of referrals, notes to file, curriculum vitae, career aspirations, managerial experience, linguistics results, security checks, in relation to Assistant Deputy Ministers and successful PQP participants. **Class of Individuals:** Non public servants and public servants applying for positions in the Executive Group at the Assistant Deputy Minister level as well as persons seeking participation and participating on Interchange Canada or International Assignments. **Purpose:** The purpose is to support the collective management system. **Consistent Uses:** The bank is used to support the career of ADM's. **Retention and Disposal Standards:** Yet to be determined. **TBS Registration:** 004387 **Bank Number:** LN PCE 700

EX-04 To EX-05 Promotion Process

Description: This bank may contain security clearance ratings, language examination results, letters of application, memoranda, letters of offer, letters of acceptance, Official Languages Information forms, job descriptions, statements of qualification, candidate reports, track record and 360° evaluations, reference check results, and records of persons considered for positions. Individuals seeking access to this information are requested to give the pertinent reference number (i.e. competition number). **Class of Individuals:** Public servants. **Purpose:** This bank exists to record and provide information relating to ADM resourcing competitions administered by The Leadership Network on behalf of the Public Service Commission. **Consistent Uses:** This bank is used to provide information relating to ADM selection and appointments administered by The Leadership Network and made by the Public Service Commission. **Retention and Disposal Standards:** Yet to be determined. **TBS Registration:** 004388 **Bank Number:** LN PCE 705

Particular Banks

Employee Personnel Record

Description: The file may contain completed personal history forms; information relating to security briefings, security clearances; conflict of interest and post-employment code; appointments, transfers, promotions, classification, performance appraisal and employee evaluations; requests for training and evaluation; auto identifications under the Employment Equity Program; the status of an employee; career development plans; disciplinary actions; manager's copy of the leave forms; reliability checks. **Class of Individuals:** Employees of the institution. **Purpose:** Information provides a record of an individual's employment and is maintained for the purpose of facilitating personnel administration. Information about an individual may be used in decisions relating to the areas of staffing, attendance and leave, pay and benefits, training and development, occupational health and safety, official languages, discipline, and level of security, where information in one area may affect a decision in another area. In some of the above cases, the information in this bank is a summary, which refers to other more detailed information in other banks. This information may be used, provided such use is consistent with the main uses of the information, to ensure that personnel actions are coordinated in the interests of both the individual and the employer. **Consistent Uses:** The main use of this bank is to provide documentation and authorization regarding appointments, transfers, promotions, demotions, termination of employment and superannuation. It is also used to authenticate decisions on staffing, attendance and leave; pay and benefits; training and development; occupational health and safety; official languages; discipline; and level of security clearance; as well as to verify employment references. **Retention and Disposal Standards:** Yet to be determined. **TBS Registration:** 004392 **Bank Number:** LN PPE 800

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Occupational Safety and Health

Official Languages

Parking

Performance Reviews and Employee Appraisals

Recognition Policy

Security Clearances

Staffing

Training and Development

Travel and Relocation

Mackenzie Valley Environmental Impact Review Board

Chapter 75

Note: For information on the employees of the Mackenzie Valley Environmental Impact Review Board, please contact the Centre's Access to Information and Privacy Coordinator (listed in the Introduction).

Mackenzie Valley Land and Water Board

Chapter 76

Note: The Mackenzie Valley Land and Water Board is subject to the Privacy and Access to Information Acts.

Military Police Complaints Commission

Chapter 77

Note: The Military Police Complaints Commission is subject to the Privacy and Access to Information Acts.

Millennium Bureau of Canada

Chapter 78

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employment Equity Program

Grievances

Harassment

Identification and Building Pass Cards
Occupational Safety and Health
Official Languages
Performance Reviews and Employee Appraisals

Security Clearances
Staffing
Training and Development
Travel and Relocation

Montreal Port Authority

Chapter 79

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Discipline

Employee Personnel Record

Employment Equity Program

Grievances

Identification and Building-Pass Cards

Occupational Safety and Health

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Staffing

Training and Development

Nanaimo Port Authority

Chapter 80

Note: The Nanaimo Port Authority was established pursuant to the Canada Marine Act which received Royal Assent on the 11th day of June 1998. As a consequential amendment, the port authority was added to Schedule I of the Access to Information Act and the Schedule of the Privacy Act.

National Archives of Canada

Chapter 81

Central Banks

Former Civilian Employees – Personnel Record

Description: Contains personal information similar to or the same as that described in the Standard Employee Banks listed in the Personal Information Index. Former employees seeking access to these records should provide their full given names and surname (as well as maiden name where applicable), date of birth and periods of employment. **Class of Individuals:** Former civilian employees of the federal government. **Purpose:** To verify decisions concerning employees, to determine any employee benefits which may still result from previous employment and to document a new personnel record in the case of re-employment. **Retention and Disposal Standards:** Records are retained until the former

employee reaches 80 years of age. Some of these records will then be preserved by the National Archives of Canada for archival purposes and the remainder destroyed. **PAC Number:** 85-012 **Related to PR#:** PAC NPR 170 **TBS Registration:** 000554 **Bank Number:** PAC PCE 702

PERSFILE Automated Index System

Description: The PERSFILE system identifies the storage location of files contained in other banks within the Personnel Records Centre. This automated index contains, in addition to locator numbers and record status, the relevant personal identifiers such as surname(s), given name(s), date of birth, sex, identification number(s), rank and type of service (military), last department and year of release (civilian). **Class of**

Individuals: Former military and civilian employees of the federal government. **Purpose:** To identify and locate within the Personnel Records Centre, personnel records of former government employees. **Retention and Disposal Standards:** Computer information is deleted from the data bank one month after the date the relevant record has been destroyed or has been preserved by the National Archives of Canada for archival purposes. A backup microfiche version is created semi-annually and is retained for five years for quality control purposes. **Related to PR#:** PAC NPR 170 **TBS Registration:** 000553 **Bank Number:** PAC PCE 701

Particular Banks

Army Reserve Force Pay Sheets

Description: Contains financial and pay information which includes name, service number, pay entitlements, unit served with and period of service. Individuals seeking access to these records should provide their full given names and surname, service number, unit served with and period of service. **Class of Individuals:** Army Reserve Force personnel whose period of service commenced in 1948 or later. **Purpose:** To verify service and pay to settle pay claims and provide the individual with proof of service. **Retention and Disposal Standards:** Records are retained for 54 years from date of compilation and then preserved by the National Archives of Canada for archival purposes. **PAC Number:** 85-012 **Related to PR#:** PAC NPR 170 **TBS Registration:** 000567 **Bank Number:** PAC PPE 815

Auxiliary Services Record – World War II

Description: Contains limited personal information and service details such as employment data, length and type of service, etc. Individuals seeking access to these records should provide their full given names and surname, date of birth, unit served with and, for Fire Fighters only, service number. **Class of Individuals:** World War II Auxiliary Services personnel which include Fire Fighters, Red Cross Workers, Special Operators, War Correspondents and Voluntary Aid Detachment personnel. **Purpose:** To verify periods of service and determine eligibility for pension benefits. **Retention and Disposal Standards:** Records are retained until the individual reaches 90 years of age and then preserved by the National Archives of Canada for archival purposes. **PAC Number:** 85-012 **Related to PR#:** PAC NPR 170 **TBS Registration:** 000562 **Bank Number:** PAC PPE 810

Canadian Army Wartime, Special Force and Regular Force – Part II Orders

Description: Contains limited personal information which might include, in addition to full name and service number, daily occurrence reports, units, periods of service, etc. Individuals seeking access to these records should provide their full given names and surname, service number, unit served with and period of service. **Class of Individuals:** Canadian Army Wartime, Special Force and Regular Force personnel from 1939 to 1966. **Purpose:** To authenticate service information for possible pay and other benefit claims and to verify inheritance and will claims. **Retention and Disposal Standards:** Records

are retained for 90 years from the latest date of correspondence. Some of these records will then be preserved by the National Archives of Canada for archival purposes and the remainder destroyed. **PAC Number:** 85-012 **Related to PR#:** PAC NPR 170 **TBS Registration:** 000561 **Bank Number:** PAC PPE 809

Canadian Expeditionary Force (CEF) Routine Orders – World War I

Description: Contains limited personal information which might include, in addition to full name and service number, daily occurrence reports, units, periods of service, etc. Individuals seeking access to these records should provide their full given names and surname, service number, date of birth, unit served with and period of service. **Class of Individuals:** Canadian Expeditionary Force (CEF) personnel from 1914 to 1919. **Purpose:** To authenticate service information for possible pay and other benefit claims and to verify inheritance and will claims. **Retention and Disposal Standards:** Records are retained for 90 years from the latest date of correspondence and then preserved by the National Archives of Canada for archival purposes. **PAC Number:** 85-012 **Related to PR#:** PAC NPR 170 **TBS Registration:** 000558 **Bank Number:** PAC PPE 806

Dental Records – World War II, Special, Reserves and Regular Forces

Description: This bank contains records of dental histories, special dental examinations, tests, comments, opinions, etc. Individuals seeking access to these records should provide their full given names and surname, date of birth, service number and period of service. **Class of Individuals:** World War II military personnel, Special Forces personnel who served with the U.N. in Korea, Reserve Forces personnel and Regular Force and Class C Reserve personnel. **Purpose:** This bank is used to authenticate service information for possible pension and other benefits and to support pension entitlement claims. It may also be used for forensic identification. **Retention and Disposal Standards:** Records are retained until the individual reaches 90 years of age, with the exception of the Reserve Force records, which are retained for 70 years from the individual's date of birth. World War II and Special Forces records are then preserved by the National Archives of Canada for archival purposes. The records of those who served with the Regular Forces, Class C Reserve and Reserve Forces are usually destroyed when the normal retention period is over. However, some of these records will be preserved by the National Archives of Canada if judged to be of archival value. **PAC Number:** 85-012 **Related to PR#:** PAC NPR 170 **TBS Registration:** 001943 **Bank Number:** PAC PPE 821

Former Civilian Employees – DSS Superannuation Record

Description: Contains records created by the Department of Supply and Services to record all transactions affecting pensionable status under the Public Service Superannuation Act. Former employees seeking access to these records should provide their full given names and surname (as well as maiden name where

applicable), date of birth and periods of employment.

Class of Individuals: Former civilian employees of the federal government. **Purpose:** To assess eligibility to contribute, to calculate cost of prior service and to calculate benefits. **Retention and Disposal Standards:** Records are retained until the former employee reaches 80 years of age. Some of these records will then be preserved by the National Archives of Canada for archival purposes and the remainder destroyed. **PAC Number:** 85-012 **Related to PR#:** PAC NPR 170 **TBS Registration:** 000556 **Bank Number:** PAC PPE 824

Former Civilian Employees – Public Service Commission Record

Description: Contains records created by the Public Service Commission to record and provide information for purposes of inventory staffing. Former employees seeking access to these records should provide their full given names and surname (as well as maiden name where applicable), date of birth and periods of employment. **Class of Individuals:** Former civilian employees of the federal government. **Purpose:** To verify information used in the identifying and assessing procedures of inventory staffing, manpower planning and general personnel management. **Retention and Disposal Standards:** Records are retained until the former employee reaches 80 years of age. Some of these records will then be preserved by the National Archives of Canada for archival purposes and the remainder destroyed. **PAC Number:** 85-012 **Related to PR#:** PAC NPR 170 **TBS Registration:** 000555 **Bank Number:** PAC PPE 823

Medical Records – World War II, Special, Reserves and Regular Forces

Description: Contains medical histories, special medical examinations, sick parade reports, tests and clinical opinions and reports, etc. Individuals seeking access to these records should provide their full given names and surname, date of birth, service number and period of service. **Class of Individuals:** World War II military personnel, Special Forces personnel who served with the U.N. in Korea, Reserve Forces personnel and Regular Force and Class C Reserve personnel. **Purpose:** To authenticate service information for possible pension and other benefits and to support medical decisions and pension entitlement claims. **Retention and Disposal Standards:** Records are retained until the individual reaches 90 years of age with the exception of the Reserve Force records which are retained for 70 years from the individual's date of birth. World War II and Special Forces records are then preserved by the National Archives of Canada for archival purposes. The records of those who served with the Regular Forces, Class C Reserve and Reserve Forces are usually destroyed when the normal retention period is over. However, some of these records will be preserved by the National Archives of Canada if judged to be of archival value. **PAC Number:** 85-012 **Related to PR#:** PAC NPR 170 **TBS Registration:** 000569 **Bank Number:** PAC PPE 817

Microfiche Personal File – Regular Force and Class C Reserves

Description: Contains microfiche copies of limited correspondence and documents relating to an individual's service career. Individuals seeking access to these records should provide their full given names and surname, date of birth, service and period of service. **Class of Individuals:** Some Regular Force and Class C Reserves personnel. **Purpose:** To support decisions on pensions and other benefit entitlements. **Retention and Disposal Standards:** Records are retained until the individual reaches 90 years of age. Some of these records will then be preserved by the National Archives of Canada for archival purposes and the remainder destroyed. **PAC Number:** 85-012 **Related to PR#:** PAC NPR 170 **TBS Registration:** 000570 **Bank Number:** PAC PPE 818

Military Personnel Bank – World War I

Description: Contains personal and medical/dental information which may include enrolment documents, posting and promotion information, medical histories, separation documents, etc. Individuals seeking access to these records should provide their full given names and surname, date of birth, service number, unit served with and period of service. **Class of Individuals:** Military personnel who served with the Canadian Forces during World War I. **Purpose:** To authenticate service information for possible pension and other benefits and to provide the individual with proof of service. **Retention and Disposal Standards:** Records are retained until the individual reaches 90 years of age and then preserved by the National Archives of Canada for archival purposes. **PAC Number:** 85-012 **Related to PR#:** PAC NPR 170 **TBS Registration:** 000566 **Bank Number:** PAC PPE 814

Military Personnel Bank – World War II, Special, Reserves and Regular Forces

Description: Contains enrolment documents, posting and promotion information, pay records, period and location of service, general employment information, separation documents, etc. Individuals seeking access to these records should provide their full given names and surname, date of birth, service number and period of service. **Class of Individuals:** World War II military personnel, Special Forces personnel who served with the U.N. in Korea, Reserve Forces personnel and Regular Force and Class C Reserve personnel. **Purpose:** To authenticate service information for possible pension and other benefits, to support medical decisions and pension entitlement claims and to provide the individual with proof of service. **Retention and Disposal Standards:** Records are retained until the individual reaches 90 years of age with the exception of the Reserve Force records which are retained for 70 years from the individual's date of birth. World War II and Special Forces records are then preserved by the National Archives of Canada for archival purposes. The records of those who served with the Regular Forces, Class C Reserve and Reserve Forces are usually destroyed when the normal retention period is over. However, some of these records will be preserved by the National Archives of Canada if judged to be of archival value. **PAC Number:** 85-012 **Related to**

PR#: PAC NPR 170 **TBS Registration:** 000568
Bank Number: PAC PPE 816

Newfoundland Forces – World War II

Description: Contains personal and service information which might include, in addition to full name, service number, period of service, units served with, etc. Individuals seeking access to these records should provide their full given names and surname, and service number. **Class of Individuals:** Personnel who served with the Newfoundland Forces during 1939 to 1946. **Purpose:** To verify length of service of Newfoundland Forces personnel and substantiate pension claims. **Retention and Disposal Standards:** Records are retained until the individual reaches 90 years of age and then preserved by the National Archives of Canada for archival purposes. **PAC Number:** 85-012 **Related to PR#:** PAC NPR 170 **TBS Registration:** 000565
Bank Number: PAC PPE 813

Performance Evaluation Bank – World War II, Special, Reserves and Regular Force

Description: Contains records of performance of military personnel and may include personal evaluation reports, confidential personal assessments, reports on officers, course reports, etc. Individuals seeking access to these records should provide their full given names and surname, date of birth, service number and period of service. **Class of Individuals:** World War II military personnel, Special Forces personnel who served with the U.N. in Korea, Reserve Forces personnel and Regular Force and Class C Reserve personnel. **Purpose:** To support decisions on transfer, promotion, demotion, discipline, retention, release and other administrative rulings. **Retention and Disposal Standards:** Records are retained until the individual reaches 90 years of age with the exception of the Reserve Force records which are retained for 70 years from the individual's date of birth. World War II and Special Forces records are then preserved by the National Archives of Canada for archival purposes. The records of those who served with the Regular Forces, Class C Reserve and Reserve Forces are usually destroyed when the normal retention period is over. However, some of these records will be preserved by the National Archives of Canada if judged to be of archival value. **PAC Number:** 85-012 **Related to PR#:** PAC NPR 170 **TBS Registration:** 000572
Bank Number: PAC PPE 820

Royal Canadian Air Force (RCAF) – Daily Routine Orders

Description: Contains limited personal information which might include, in addition to full name and service number, daily occurrence reports, units, periods of service, etc. Individuals seeking access to these records should provide their full given names and surname, service number, unit served with and period of service. **Class of Individuals:** Royal Canadian Air Force (RCAF) personnel from 1924-1967. **Purpose:** To authenticate service information for possible pay and other benefit claims and to verify inheritance and will claims. **Retention and Disposal Standards:** Records are retained for 90 years from the latest date of correspondence. Some

of these records will then be preserved by the National Archives of Canada for archival purposes and the remainder destroyed. **PAC Number:** 85-012 **Related to PR#:** PAC NPR 170 **TBS Registration:** 000560
Bank Number: PAC PPE 808

Royal Canadian Navy (RCN) Pay Record Sheets – World War II

Description: Contains financial and pay information which includes name, service number, pay entitlements, ships served on and periods of service. Individuals seeking access to these records should provide their full given names and surname, service number and ships served on. **Class of Individuals:** Royal Canadian Navy personnel who served during World War II. **Purpose:** To verify pay records and settle any pay claims. **Retention and Disposal Standards:** Records are retained for 54 years from date of compilation and then preserved by the National Archives of Canada for archival purposes. **PAC Number:** 85-012 **Related to PR#:** PAC NPR 170 **TBS Registration:** 000564 **Bank Number:** PAC PPE 812

Service Pensions Bank – Regular Force

Description: Contains information on pension benefits and pension entitlements. Individuals seeking access to these records should provide their full given names and surname, date of birth, service number and period of service. **Class of Individuals:** All Canadian Forces personnel who have contributed to a pension plan. **Purpose:** To determine pension entitlements. **Retention and Disposal Standards:** Records are retained until the individual reaches 90 years of age. Some of these records will then be preserved by the National Archives of Canada for archival purposes and the remainder destroyed. **PAC Number:** 85-012 **Related to PR#:** PAC NPR 170 **TBS Registration:** 000571
Bank Number: PAC PPE 819

Thirty Day Trainees – World War II

Description: Contains personal and service information such as name, service number, unit, period and location of service, medical category, etc. Individuals seeking access to these records should provide their full given names and surnames, service number and date of birth. **Class of Individuals:** Personnel who underwent special thirty-day military training under the National Resources Mobilization Act of 1940. **Purpose:** To verify eligibility for pensions and other benefits and to provide individuals with proof of service. **Retention and Disposal Standards:** Records are retained until the individual reaches 90 years of age. Some of these records will then be preserved by the National Archives of Canada for archival purposes and the remainder destroyed. **PAC Number:** 85-012 **Related to PR#:** PAC NPR 170 **TBS Registration:** 000563 **Bank Number:** PAC PPE 811

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Reliability Checks

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

National Arts Centre

Chapter 82

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Discipline

Employee Personnel Record

Grievances

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

National Battlefields Commission

Chapter 83

Particular Banks

Employee Personnel Record

Description: Information concerning personal characteristics, including age and sex; employee identification number; home address; citizenship; education, including transcripts, certificates and diplomas; employment history, curricula vitae and references; geographical and organization location; appointments, transfers, promotions and demotions; periods of employment, including probationary periods, tenure; performance reviews and employee appraisals; classification including position numbers, groups, levels, titles and salaries; superannuation and insurance, including names of beneficiaries. Also included, where applicable, is information concerning military service, including periods and areas of service; and termination of employment, including certificates and reasons for

termination. The Employee Personnel Record may contain summary records of decisions relating to staffing, attendance and leave, pay and benefits, training and development, decisions concerning compensation and fitness for work, official languages, discipline, and level of security clearance. The major series of information concerning these topics is, however, found in other personal information banks described in this chapter. The Employee Personnel Record may not include the personal information actually used to make decisions in the areas noted above. Some of the above information exists in a computer-based system in order to generate reports on such topics as training, human resources inventory searches, attendance and leave and other related reports as required. **Class of Individuals:** The National Battlefields Commission Employees. **Purpose:** This bank provides a record of an individual's employment and is maintained for the purpose of facilitating personnel

administration. Information about an individual may be used in decisions relating to the areas of staffing, attendance and leave, pay and benefits, training and development, occupational health and safety, official languages, discipline, and level of security, where information in one area may affect a decision in another area. In some of the above cases, the information in this bank is a summary which refers to other more detailed information in other banks. This information may be used, provided such use is consistent with the main uses of the information, to ensure that personnel actions are co-ordinated in the interests of both the individual and the employer. **Consistent Uses:** The main use of this bank is to provide documentation and authorization regarding

appointments, transfers, promotions, demotions, termination of employment and superannuation. It is also used to authenticate decisions on staffing, attendance and leave; pay and benefits; training and development; occupational health and safety; official languages; discipline; and level of security clearance; as well as to verify employment references. **Retention and Disposal Standards:** After an employee leaves, the personnel record is kept until the individual reaches the age of seventy, or two years after the death of the individual, provided two years have elapsed since the last administrative action concerning the information. Performance appraisals are kept on an employee's file for a period of five years and then destroyed. **TBS Registration:** 003944 **Bank Number:** NBC PPE 810

National Capital Commission

Chapter 84

Particular Banks

Corporate Human Resources Management System (HRMS)

Description: These databases are on-line systems which support virtually all major personal management functions. These databases could contain Personnel Record Identifier (PRI), SIN number, sex, classification level, address, name and date of birth. A File Maker Pro database contains historical performance reviews and employee appraisals, education, training, qualifications, career aspirations, memberships and job histories for permanent employees. The PeopleSoft system is the main electronic employee file for the NCC. It contains all compensations related event histories for all NCC employees since 1971. Also, PeopleSoft is used to generate employees' pay cheques with earnings and deductions. PeopleSoft also contains information on current fiscal year employees. It is used to track hours worked and leave information. Finally, PeopleSoft is used to record job and position related information, especially job evaluation information and job descriptions. The Employment Equity Computerized Reporting and Information system (EECRIS) produces annual reporting for Employment Equity regulations. The Healthtrack system contains historical employee information and accident information to support Workers Compensation (Ontario and Quebec) and workplace accident reporting, claims management and Health and Safety accident prevention. **Class of Individuals:** NCC Employees. **Purpose:** The purpose of these systems is to provide personnel information to the Commission's Managers and Personnel Administrators in order to facilitate decision making on personnel matters. They are also used for replying to requests for specific personnel data on a controlled basis. **Consistent Uses:** The information in these databases is used to produce reports to managers in order to facilitate their personnel decision making. **Retention and Disposal Standards:** Computerized records are updated as required. Data is retained for

5 years and then transferred to National Archives of Canada; Employee Compensation record are retained forever. **Related to PR#:** NCC NCC 920 **TBS Registration:** 003732 **Bank Number:** NCC PPE 800

Corporate Information Inventory System (CIIS)/Employee Database

Description: This bank is a component of an on-line information holdings management system. This bank contains each employee's name, identification number and security clearance level. **Class of Individuals:** NCC employees. **Purpose:** The purpose of this bank is to ensure that corporate records are accessed by employees with the appropriate level of Security clearance. **Consistent Uses:** The information is used to safeguard designated and classified information. **Retention and Disposal Standards:** Computerized records are updated as required. **Related to PR#:** NCC SPI 195 **TBS Registration:** 003664 **Bank Number:** NCC PPE 802

Employee Transition

Description: Through existing information sources, files are created for employees who are laid-off. Information usually consists of a letter, post-employment annex, calculations (pension and benefits entitlements) and the employee's profile. **Class of Individuals:** NCC employees. **Purpose:** This information is used by senior management for human resources planning and for audit and evaluation purposes. **Consistent Uses:** None. **Retention and Disposal Standards:** Records are retained for the duration of employment plus one year and are then sent to Archives until the employee turns 80 years old or 2 years after the employee's death. **Related to PR#:** NCC NCC 920 **TBS Registration:** 003919 **Bank Number:** NCC PPE 806

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

National Defence

Chapter 85

Particular Banks

Academic Records – Students of a Canadian Military College

Description: The bank contains academic results achieved by the subject during each year of attendance. They are kept by the College Registrar. **Class of**

Individuals: This bank applies to students who are attending, or have attended a Canadian Military College.

Purpose: The purpose of this bank is to maintain a record of academic results for students who are attending or have attended a Canadian Military College (CMC). Files are used for administrative and statistical purposes and cover approximately 1000 members annually. **Retention and Disposal Standards:** Records are maintained indefinitely for historical purposes. Records are accessible by providing the: full name, service number and/or college number, student number when accessing files, and year(s) in attendance at the Canadian Military College. **PAC Number:** 69-014 **Related to PR#:** DND RET 370 **TBS Registration:** 000212 **Bank Number:** DND PPE 844

Administrative Review Case Files (Prior to 1 Apr 98 referred to as Career Review Boards and Career Medical Review Boards)

Description: This bank contains personal information on individuals who have been the subjects of administrative reviews related to Misuse of Alcohol, Illicit Use of Drugs, Sexual Misconduct, Harassment, Family Violence and Abuse, and Racist Conduct, as well as information on administrative reviews related to Medical Employment Limitations. It includes documentation directly related to the individual's case from the initial incident report to the final decision, which formed the case file submitted to the Approving Authority. That same documentation was disclosed to the individual under procedural fairness at the time the administrative review was conducted. Documentation may contain duly-vetted Military Police Investigation reports. Persons are identified by a service number, name and initials. Information in this bank may be maintained on paper documents, as well as on

microfilm and in automated form. **Class of Individuals:** Members of the Canadian Forces. **Purpose:** This information may be used by departmental authorities in answering applications for redress of grievances, appeals, and in determining eligibility for pensions. It is also used for research, planning, evaluation and statistical purposes. **Retention and Disposal Standards:** The records in this bank are kept at NDHQ for a minimum period of two years and are then transferred to Nationals Archives where they will be kept indefinitely. Records are accessible by providing full name and Service Number. **PAC Number:** 69-014 **Related to PR#:** DND CSA 520 **TBS Registration:** 000183 **Bank Number:** DND PPE 814

Alert Manning Personnel System (AMPS)

Description: The AMPS contains personal information relating to the selection of Communication Research (CommRsch291) personnel to be attach-posted to CF Station Alert. Specifically, it contains the: gender, rank, Individual attach posting history, security clearance, member's present unit, service number, Military Occupation Codes and special qualifications. **Class of Individuals:** This bank applies to Communication Research (CommRsch291) and other commissioned and non-commissioned members of the CF. **Purpose:** The purpose of this bank is to: ensure the military personnel are treated fairly and equally if required to be posted to CF Station Alert on a rotational basis, and use this information when posting military personnel to CFS Alert. **Retention and Disposal Standards:** All information is retained until such time as CFS Alert closed. Records are accessible by providing: name and initials and SN. **TBS Registration:** 002856 **Bank Number:** DND PPE 871

Boards of Inquiry/Summary Investigations

Description: The bank contains a record of: the terms of reference of such inquiries, and the evidence, findings and recommendations of Boards of Inquiry or of the investigating officer. **Class of Individuals:** This bank applies to members of the CF. **Purpose:** The purpose of this bank is to record investigations convened or ordered by authorities appointed by Regulations and Orders.

Investigations may be convened or ordered to investigate: administration or functions of the CF, or any command, formation, base or other unit or element thereof, any matter connected with the government, discipline, or of any matter affecting any member of the CF. The content of the bank is used to establish cause and liability/responsibility and as a basis upon which appropriate remedial action may be taken. **Retention and Disposal Standards:** The files are retained for three calendar years. If the file contains an injury investigation then the file is held until the member is released from the CF or if the file contains a death investigation the file is held until all necessary administrative action has been completed and the file is then transferred to the National Personal Records Centre, National Archives of Canada, and placed in data bank PAC PCE 716/PAC PCE 717. Records are accessible through the Director Access to Information and Privacy (DAIP) section by providing: Military Occupation Code, name, rank, service number, and type and year of incident. **PAC Number:** 69-014 **TBS Registration:** 000201 **Bank Number:** DND PPE 832

Cadet Instructors Cadre Personal Information Bank

Description: The bank consists of individual personnel files, which contain personal information on officers who are members of the Cadet Instructors Cadre (CIC). Contents include enrolment documentation, letters of reference, educational documentation, route letters, course reports, CIC Career Transaction Forms, pay authorization documents, Performance Evaluation Reports, medical and dental plan information, employment information and personal information documents containing service number, rank, surname, given names, addresses, telephone numbers, dates of birth, marital status, next of kin, military service, honours and awards, language capabilities, etc. **Class of Individuals:** This bank applies to officers who are members of the Cadet Instructors Cadre (CIC). **Purpose:** These records are maintained for the purpose of preserving administrative details of a CIC officer's career. **Retention and Disposal Standards:** Individual records are normally retained by the individual's Region Cadet Office or, if employed within National Defence Headquarters, the National Cadet Staff Establishment. Following the release of the CIC officer the unit holding the records will retain the file for a period of three years at which time the records are then forwarded to National Archives. Records are accessible by providing service number, surname and given names. **PAC Number:** TBS **Registration:** 004440 **Bank Number:** DND PPE 822

Canadian Forces Command and Staff College – Boards/Selection Processes

Description: This bank contains results of Boards convened and Selection Processes undertaken to consider the selection of officers to attend a staff college. Board reports may include lists of officers selected and alternates plus proceedings, observations and findings. **Class of Individuals:** This bank applies to CF officers. **Purpose:** The purpose of this bank is to record the results of the Command and Staff College Selection process to determine suitable officers to attend Command and Staff Colleges. **Retention and Disposal**

Standards: Records are retained for two years for statistical purposes, and then destroyed. Records are accessible by providing: full name, rank, Military Occupation Code, service number, also particulars of the board such as, year, location and name of the staff college **PAC Number:** 69-014 **Related to PR#:** DND CSA 520 **TBS Registration:** 000190 **Bank Number:** DND PPE 821

Canadian Forces Drug Testing Program

Description: This bank contains: results of laboratory tests conducted on urine specimens in support of the CF Mandatory Drug Testing Program, administrative details of all specimen collections, and career action on members who produced validated positive test results. **Class of Individuals:** This bank applies to members of the CF Regular and Reserves (on assignment to the Regular Force). **Purpose:** The purpose of this bank is to maintain test results (of the CF Drug Testing Program) for statistical purposes and for use as a basis to initiate: enforcement, other administrative measures as prescribed in CFAO 19-21. preventative education, rehabilitation, and/or treatment. **Consistent Uses:** Information on positive urine test results is retained by the Drug Testing Administration Cell for statistical purposes. It is shared in-house only with: career managers, medical/social councillors, military police, and the member's CO. It is the basis on which the CO institutes administrative career action in accordance with CFAO 19-21. **Retention and Disposal Standards:** Urine specimens are held at the testing laboratory for one year and all documentation is held for two years, unless otherwise directed by NDHQ, and then destroyed. The records are accessible by providing: full name, initials, and place of testing (Unit Identification Code), and service number and date. **PAC Number:** 69-014 **Related to PR#:** DND PCA 630 **TBS Registration:** 003172 **Bank Number:** DND PPE 890

Canadian Forces Employment Equity Program

Description: The bank contains personal information on members such as racial background, which is collected by means of questionnaires. Respondents are asked on a voluntary basis to identify whether or not they are an aboriginal person, and whether or not they are a member of a visible minority group. **Class of Individuals:** This bank applies to members of the Regular Force and Primary Reserve. **Purpose:** The purpose of this bank is to provide documentation for the implementation of employment equity in the CF falling under the Employment Equity Act, Part 1, Section 9. Data are collected to provide a comprehensive picture of members by designated group status (e.g., aboriginal peoples and members of visible minorities). **Consistent Uses:** The CF may collect data for statistical purposes, for purposes relating to individuals, or for both. The information gathered will be used for institutional purposes in the CF Employment Equity program to: identify and eliminate employment barriers against persons in designated groups, and introduce temporary special measures to ensure that designated groups participate in and are equitably represented in the CF, for policy and planning purposes related to employment equity. This information may only be disclosed in aggregate statistical form.

However, if it is possible to identify an individual or individuals as a consequence of small numbers affected, those statistics shall not be disclosed. This information is used to: compile a personnel profile of members; and compare the situation of designated group members with non-designated group members within the CF. The service number may be used to link information in this bank with that in another bank containing members' information in order to obtain statistical information, where the securing of such information would be consistent with the uses for which the personal information was collected. **Retention and Disposal Standards:** The disposal criteria for this bank are to be established. The service number may be used to identify members when these identifiers are required to locate members' records. **PAC Number:** 69 014 **TBS Registration:** 003342 **Bank Number:** DND PPE 816

CF Member Personal Information File

Description: This bank contains documents obtained upon enrolment/transfer to the Regular Forces and correspondence and documents relating to an individual's career, such as the: post-enrolment/transfer date information such as change of name, proof of change of name, citizenship, date and province of birth, marital status on enrolment, dependants' language of instruction preference, sex and year of birth of dependent children, Change of Medical Category form CF 2088, career résumé, change of Reserve Service, Civil Convictions (except those for which pardons have been granted), consent to serve forms, course joining instructions, current statements of service, documentation regarding security/Personnel Reliability Program (PRP) clearance, previous service, Regional Social Work Officer reports, requests for compassionate posting, requests for special consideration, results of court marital, retirement option, regimental rebadging, Screenings for Overseas duty and/or Instructional/Recruiting duty, Statements of Understanding, uniform selection, educational certificates/reports of academic achievements, enrolment documents, release instructions and personal enquiries, remuster, leave preference at compulsory retirement age, letters of reference, notice of intended release, Personnel Selection Officer reports, messages, posting/temporary duty promotion; re-engagement (and career development plans), Career Board decisions and recommendations, Delegated Authority, Documentation related to removal of acting provisions status on re-enrolment, applications for programs, promotion recommendations and approvals and records of flying time. **Class of Individuals:** This bank applies to members of the Regular component of the CF. **Purpose:** The purpose of the electronic file is to maintain a record of significant information regarding service members necessary to provide a support service to those engaged in personnel management or personnel administration of CF Regular Force personnel from enrolment to retirement. **Retention and Disposal Standards:** Records are retained for five years after release from the CF and then transferred to the National Personnel Records centre, National Archives of Canada where they are placed in data bank PAC PCE 718. Records are retrievable by service number, name and

date of birth. **PAC Number:** 69-014 **Related to PR#:** DND CSA 520 **TBS Registration:** 004249 **Bank Number:** DND PPE 818

Chaplain Service

Description: This bank contains the records of Chaplains in the CF as well as correspondence on subjects of interest and concern to them. **Class of Individuals:** This bank applies to chaplains in the CF. **Purpose:** The purpose of this bank is to be used as a guide to actions affecting Chaplains and their work. **Retention and Disposal Standards:** Records are destroyed after three years. Records are accessible by providing; full name, service number, rank, and denomination. **PAC Number:** 69-014 **Related to PR#:** DND CGP 470; DND CRC 485 **TBS Registration:** 000176 **Bank Number:** DND PPE 807

Command and Staff Course Student Files

Description: The bank contains: a record of all formal interviews with the student, assessments and gradings of written and spoken assignments; assessments of performance during specific tutorial discussions; autobiographies; periodic overall performance assessments, and personal and administrative histories. **Class of Individuals:** This bank applies to: Officers of the CF, DND civilians, and visiting foreign and Allied Officers. **Purpose:** The purpose of this bank is to maintain a temporary file record of the observed performance of: CF officers, and visiting foreign, Allied officers who attend the yearly ten-month-long Command staff course. The bank is used to provide documented justification for the content of each student's formal course assessment. **Retention and Disposal Standards:** Records are destroyed after three years. Records are accessible by providing: full name, rank/title, and service number. **PAC Number:** 69-014 **Related to PR#:** DND RET 370 **TBS Registration:** 000211 **Bank Number:** DND PPE 843

Conflict of Interest and

Post-employment Code – Military

Description: This bank contains: Conflict of Interest Certification Documents; Confidential Reports of assets, liabilities, and participation in outside activities in accordance with DAOD 7021-1 Conflict of Interest Guidelines; analyses and correspondence about actual potential and apparent conflicts between a members private interests or holdings and his or her official duties and responsibilities. reports and correspondence about actual and potential offers of post-employment. **Class of Individuals:** This bank applies to members of the: CF regular, and Reserves on full-time paid service. **Purpose:** The purpose of this bank is to: enable designated officials to determine whether a CF member is in compliance with the conflict of interest compliance measures and whether a senior member or former senior member (as defined in DAOD 7021-2, Post Employment Guidelines) is in compliance with the post-employment compliance measures; maintain information required to implement the DAOD 7021 series; record actual, potential and apparent conflicts of interest and their resolution and/or any post-employment compliance action, resolve situations of actual, potential or apparent conflicts of interest, and support decisions on administrative or

disciplinary action if a conflict of interest exists. **Note:** This impacts on a current CF member's or DND employee's ability to deal with a former senior member. **Retention and Disposal Standards:** Records are retained by this department for the duration of employment plus two years, after which the records are destroyed. Records are accessible through the Director Access to Information and Privacy (DAIP) section by providing: name, rank, and service number. **PAC Number:** 85-001 **Related to PR#:** DND CSA 520 **TBS Registration:** 001966 **Bank Number:** DND PPE 864

Dental Records

Description: The bank contains assessments of dental fitness to perform duties as a serving regular member of the CF and records of active dental treatment. The data includes: comments and opinions, dental and medical histories, special dental and medical examinations, and tests. **Class of Individuals:** This bank applies to members of the CF. **Purpose:** Dental records are used for ongoing planning and provision of required dental treatment throughout an individual's career, and may also be used for forensic identification during and following service in the CF. **Retention and Disposal Standards:** During the service career, dental records are retained by the dental detachment responsible for the individual's treatment requirements. One year after member's release from the CF, records are transferred to the National Personnel Records Centre, National Archives of Canada, where they are placed in data bank PAC PCE 717. Records are accessible by providing: date of birth, full name, rank, and service number. **PAC Number:** 69-014 **Related to PR#:** DND DSD 510 **TBS Registration:** 004317 **Bank Number:** DND PPE 811

Dependant Education Allowances

Description: This bank consists of one database containing information concerning education and related care benefits for the dependants of DND personnel serving inside/outside Canada. This information may include the: authorized benefits, name(s) and date(s) of birth of dependants, pertinent school years of benefit, posting location, and service number and name of DND personnel/CF members. **Class of Individuals:** This bank applies to: members of the CF, civilians employed by DND outside Canada, and teachers on loan of service from municipal school boards in Canada who are recipients of benefits. **Purpose:** The purpose of this bank is to track requests for and approval of education and related care benefits for the dependants of DND personnel serving inside/outside Canada. **Retention and Disposal Standards:** Records are retained for 10 years and then destroyed. Records are accessible by providing: name, and service number. Dependant education benefits records are identified by: date(s) of birth, dependants name(s), name, and service number of the DND member. **PAC Number:** 69-014 **Related to PR#:** DND DEP 465 **TBS Registration:** 003267 **Bank Number:** DND PPE 876

Designation of Additional Dependants Remuneration Supplement Claims and Hospital/Medical Claims Outside of Canada

Description: This bank contains information on personal characteristics of the person for whom application is

being made. **Class of Individuals:** This bank applies to: members of the CF, and dependants of members.

Purpose: The purpose of this bank is to maintain a record of designation of additional CF dependants outside of Canada for hospital and medical coverage.

Retention and Disposal Standards: Records are destroyed after two calendar years. Dependant records are identified by: the dependant's name, date of birth, name of serving member, relationship to the serving member, and the serving member's full name, service number, rank and Military Occupation Code. **PAC Number:** 69-014 **Related to PR#:** DND CBD 450 **TBS Registration:** 000178 **Bank Number:** DND PPE 809

DND Defence Integrated Human Resource System – (DIHRS)

Description: This bank is a single, integrated human resource (HR) information management system, designed using the PeopleSoft™ HR software, that can be used by DND/CF members, employees and managers to support the regular, reserve and civilian components of the Department. DIHRS provides support to the following Military and Civilian HR processes: Assignment and Military Occupation Structure. Civilian Pay (pay and benefits/leave) maintains all data pertaining to the employee (such as address, employment situations, PRI, salary); Priority Management position clearance requests and work force adjusted employees, and Staffing: maintains staffing related data (competition number, process, and candidate information human resources planning); maintains and tracks data pertaining to employment equity target groups; and measures participation in special development programs, data relating to the Civilian Reduction Program (CRP), employment records substitution availability, and Financial benefits and education benefits. Processes applicable to military and civilian maintains all kind of leave records as earned and used by employee; Position Management Process: position, section data, and Unit class, co-ordinates pertaining to the position, points, and the classification information such as class; and Personnel Administration: date and place of birth, dependants, duty location, educational level, engagement plan, former members of the Regular Force, marital status, medical category, military occupation, name, occupational qualifications, official languages updates (employee data, and Linguistics position), rank, religious denomination, security clearance (data related to employee security clearance level, and the security clearance of the position), service history for current, and service number. Serving Regular Force personnel may request individually from a local Enterprise User, a PRR, showing a resume of the data held on them. Similar but fewer data elements are maintained for all former and current Reserve Force members. Records of members released from the CF are not subject to amendments. **Purpose:** The purpose of this transactional data bank is to provide and verify information for those engaged in the management or administration of DND/CF personnel, at all levels of the Department including: APMS, Automated Posting Message System supporting Career Managers, ARCIS, Automated Rank Change Instruction System supports generation of promotion messages, CFSS for

Organizational Changes, Defence Integrated Human Resource System – Datamart, FIS, Financial Information System, Great West Dental, ITMIS – Individual Training Management Information System, MBSS, Merit Board Support System application used to assist the conduct of military merit boards, OL Official Languages Interface OPDP, Officers Professional Development Program tracking system, PASS, Personal Administration Support System, PWGSC, Public Works Government Services Canada, SNAMS, Service Number Access Management System, SUEP, Subsidized University Education Program, SWE – Salary Wage Envelope, Universal Classification System IM Support, **Consistent Uses:** The information in this bank is used to: update and confirm the holdings of common data on personnel, maintained by the Central Computation Pay System re-engineering (CCPSre), facilitate decision making on personnel matters, reply to requests for specific personnel data on a controlled basis, support the maintenance of common information such as qualifications, produce reports to managers in order to facilitate their decision making, and update Environmental Command Headquarters and Group Principle sub-Datamarts. The SIN is collected in accordance with the: Canada Elections Act for the provision of annual Statements of Ordinary Residence to members of Parliament, Canada Pension Plan Regulations, Income Tax Act, Unemployment Insurance Act for the purpose of managing and administering members' pay. **Class of Individuals:** This bank applies to: former and current members of the CF (Regular and Reserve), and Civilian employees of DND. **Retention and Disposal Standards:** Records are retained for a period of five years after the last administrative action. Records are then destroyed. Records are accessible by providing: full name, and or service number, PRI or Enterprise Employee ID. **PAC Number:** 69-014 **Related to PR#:** DND MSD 785 **TBS Registration:** 004155 **Bank Number:** DND PPE 805

Employee Safety

Description: This bank contains personal information regarding an individual's physical or sensory impairment. **Class of Individuals:** Employees of the institution. **Purpose:** This information is collected and maintained to provide CSE with the awareness of any additional safety requirements. **Consistent Uses:** The information is used to implement and provide additional safety procedures and products to aid persons with disabilities where warranted. **Retention and Disposal Standards:** To be retained for six months after the employee has left the institution. **PAC Number:** 97-003 **TBS Registration:** 004438 **Bank Number:** DND PPE 819

Harassment

Description: This bank contains: letters of complaint regarding incidents of harassment; records of interviews both with complainants and alleged harassers; records of interviews with witnesses to incidents; summations of investigations and analyses of events, and records of decisions taken about particular incidents. **Class of Individuals:** This bank applies to: CF members, and employees of DND. **Purpose:** The purpose of this bank is to: record information necessary for dealing with

complaints of harassment at the workplace, make decisions in specific instances on whether or not harassment is occurring, and when this is the case to determine the appropriate action, including disciplinary actions, to be taken to end a harassment situation. support decisions on transfer and discipline of members and employees, provide access should the case result in a: grievance, Canadian Human Rights complaint, or complaint to the Public Service Commission. **Consistent Uses:** In support of the departmental goal of zero incidence of harassment, the findings and recommendations of any investigation of harassment may be disclosed to the complainant and the individual complained against. Any disciplinary and administrative action taken against the individual as a result of the findings may also be disclosed to the complainant. Such information must be retained as a separate record and not placed on the complainant's personnel record. When a disciplinary action results from an investigation, information may be transferred to the Conduct sheet for Military personnel and to the Discipline Bank for DND Civilian employees. **Retention and Disposal Standards:** Records are retained for two years after the last administrative action. Records are then destroyed. Records are accessible through the Director Access to Information and Privacy (DAIP) section by providing the: case file number, date of incident, information about the case, initials, name, and surnames, name of the alleged harasser. **TBS Registration:** 003005 **Bank Number:** DND PPE 875

Human Resource Research and Evaluation Information Data Bank

Description: This automated data bank contains: Data on selection tests; Information from applicants to the Canadian Forces on: Employment equity; Assessment Rating; Assessment Narrative; and Military Potential Score; and Data provided by personnel leaving the Canadian Forces who have completed the Attrition Information Questionnaire. **Class of Individuals:** This bank applies to: Applicants to the CF, and serving and former members of the CF. **Purpose:** The purpose of this automated data bank is to provide a database for human resource research and evaluation (i.e. occupational selection and program/policy development and evaluation) and occupational selection. **Consistent Uses:** The applicant number, service number or Social Insurance Number may be used to link or match information in this bank with (DND/PPE 805, DND Defence Integrated Human Resource System – (DIHRS) and bank PSE 918 (Employment Equity Program) for purposes consistent with both banks and with the reasons for which the information was collected. Matched information may subsequently be held in either or both banks. **Retention and Disposal Standards:** CF 283 Applicant Assessment forms and DND 2158 Non-Commissioned Member Applicant Assessment forms are retained in hard copy until document image is transferred to microfiche or electronic format; and indefinitely on microfiche or electronic format. CF Selection Tests, CF Applicant Surveys and CF Attrition Information Questionnaire are held in hard copy until information is

transferred to computer database; and automated data indefinitely. Automated data is retained indefinitely. Records are accessible by providing: SIN, Service Number, Surname, and enrolment year of application. **PAC Number:** 69-014 **Related to PR#:** DND PDB 360 **TBS Registration:** 000184 **Bank Number:** DND PPE 815

Identification and Access Control Cards

Description: This bank contains: blood group (for CF members), date of birth, photographs, Service Number (SN) (military) / Personal Record Identifier (PRI)(civilian), signatures, and surname and given names. The bank also contains information related to the access and egress of certain facilities by employees. The information is collected by: means of identification forms, correspondence, and videocassette or camera. **Class of Individuals:** This bank applies to: CF members and their dependants (when CF members are serving as Attachés), Allied Forces personnel and their dependants serving in Canada, and civilian employees of DND. **Purpose:** The purpose of this bank is to maintain information relating to the issuance and cancellation of identification and access control cards. **Consistent Uses:** For safety and security reasons, the information is used to: control access and egress to certain facilities, provide for the security of DND employees and property, produce reports for statistical analysis or for incident investigation, and issuance of identification and access control cards. **Retention and Disposal Standards:** Types of information related to access and egress of DND facilities is collected stored on an automated database solely for safety and security reasons is retained for two years for incident investigation purposes, and is then destroyed. Identification records of deceased individuals are destroyed two years from date of death. All other records are retained for five years after release from the Department and are then destroyed. Records are accessible by providing full name and SN/PRI. **TBS Registration:** 003681 **Bank Number:** DND PPE 896

Information Services

Description: This bank contains biographical information on: civilian officials within DND, and senior military. **Class of Individuals:** This bank applies to: senior military, and civilian officials of DND. **Purpose:** The purpose of this bank is to compiled and obtained information for internal and external use by Public Affairs Officers in the performance of their duties. **Retention and Disposal Standards:** Records are held until retirement and are then placed in DND PPE 818. Records are accessible by providing: date of birth, full name, Military Occupation Code, and rank. **PAC Number:** 69-014 **Related to PR#:** DND ISD 065 **TBS Registration:** 000196 **Bank Number:** DND PPE 827

Insurance – Service Income Security Insurance Plan (SISIP)

Description: This bank contains applications for coverage under the Service Income Security Insurance Plan (SISIP) as well as for the General Officers Insurance Plan (GOIP) for: all Regular Force, and Class C Reserve Force. The master policy is held by Maritime Life Assurance Company. The bank also contains: CF death

notifications, and life claim forms submitted by claimants. **Class of Individuals:** This bank applies to current and former Regular Force and Class C Reserve Force members of the CF. **Purpose:** The purpose of this bank is to maintain: a file of past and present CF personnel who have applied for SISIP and GOIP coverage; and a record of death and/or disability information, including benefits payable or reasons for rejection, for current and former members of the CF who are SISIP participants. **Retention and Disposal Standards:** Records are destroyed seven calendar years after death or cancellation of coverage. Records are accessible by providing: date of birth, full name and service number. **PAC Number:** 69-014 **Related to PR#:** DND CBD 450 **TBS Registration:** 000177 **Bank Number:** DND PPE 808

Judge Advocate General's Files/Service Estates

Description: This file contains: correspondence reflecting the names of estate beneficiaries, executors, court appointed administrators and legal counsel retained for estate administration purposes, financial records detailing monetary entitlements forming part of the military Service Estate; information pertaining to the disbursement of such monetary entitlements and personal effects, also forming part of the military Service Estate; subsequent correspondence between the Director of Estates and military units in relation to the collection, safeguarding and authorized shipment of the deceased's personal effects; correspondence between the Director of Estates and estate beneficiaries, executors, court appointed administrators and retained legal counsel reflecting the administrative process involved in distributing military Service Estates. **Class of Individuals:** This bank applies to deceased members of the Regular Force and Reserve Force, Class "B" or "C" on active service at the time of death. **Purpose:** The purpose of this bank is to document Service Estate administration in relation to members of the CF who were on active service at the time of death. **Retention and Disposal Standards:** The files are held until all necessary action has been taken by the Director of Estates and are then transferred to the National Personnel Records Centre, National Archives of Canada, where they are placed in data bank PAC PCE 716. Records are accessible through the Director Access to Information and Privacy (DAIP) section by providing: date of death, full name, and service number. **PAC Number:** 69-014 **Related to PR#:** DND JAG 015 **TBS Registration:** 000220 **Bank Number:** DND PPE 856

Medical Professional Standards Register

Description: This bank contains: correspondence between Chief Health Services (CHS) and the professional licensing body, correspondence between various agencies of DND concerning professional standards, minutes of the medical professional standards considering these cases, notes concerning the CF Medical Service (CFMS) members about whom concerns for professional competence and behaviour has been raised. **Class of Individuals:** This bank applies to any or all CFMS personnel. **Purpose:** The purpose of this bank is to maintain information on CF Medical System Service personnel whose professional performance has been

under consideration and the type of action that has been taken. The information will be made known only to those: individuals under review, and in the necessary chain of command for necessary action. **Retention and Disposal Standards:** The information will be retained for 5 years after the release from the Department and will then be destroyed. However where a change or complaint has been cleared, this information will be clearly attached to the specific case. Records are accessible by providing: name and initials, SN for CF members or SIN for civilian medical professionals. **PAC Number:** 69-014 **TBS Registration:** 003960 **Bank Number:** DND PPE 898

Medical Records

Description: This bank contains assessments of medical fitness to perform duties as a serving member of the Canadian Regular Forces and records of medical treatment, including those at CF Hospitals. In certain designated areas, isolated and semi-isolated units, the bank may contain records of medical treatment for dependants of serving members. The data may include: comments, medical histories, opinions, and special medical examinations, and tests. **Class of Individuals:** This bank applies to: members of the CF, and dependants of serving members. **Purpose:** The records serve as a reference source for medical treatment and career medical/administrative decisions. **Consistent Uses:** Within the parameters of CF Medical Order 8-02, information concerning members of the CF and dependants covered under the Code of Service Discipline may be disclosed to the Commanding Officer, a Board of Inquiry or Summary Investigation conducting an investigation into an accident or occurrence resulting in injury or death to an individual, Military Police and specified Investigative Bodies for the purpose of carrying out a lawful investigation, Provincial and Municipal Authorities according to existing statutes, and as required for use in judicial proceedings. **Retention and Disposal Standards:** Five years after a member's release, records are transferred to National Personnel Records Centre, National Archives of Canada, where they are placed in data bank PAC PCE 717. These records remain under the control of DND for five years, any Privacy request should be forwarded to DND. Retention and disposal of dependant's medical records shall be in accordance with the Provincial Public Hospital Act where the medical documents were initiated. Retention and disposal of dependant medical records originating outside Canada shall be regulated by the Ontario Public Hospital Act. As explained in the previous block all request for information must be sent to DND five years after members date of release. Records of military members Records of military members are accessible by providing: CF Hospital with dates of admission and discharge, full name, Military Occupation Code, date of birth, service number, and date of release. Dependant medical records Dependant medical records are identified by: name of serving member, the dependant's name, date of birth, the serving member's service number, and relationship to the serving member. **PAC Number:** 69-014 **Related to PR#:** DND SGB 490 **TBS Registration:** 004316 **Bank Number:** DND PPE 810

Mentor Program

Description: This bank contains personal information voluntarily given by mentors and proteges. It includes name, education, training, goals and personal opinions. It may also include resumes, work and experience histories, reviews and statistics of the mentoring program as well as individual reviews and updates of a mentor or protege. **Class of Individuals:** Employees of the institution. **Purpose:** This information is maintained to provide documentation for the planning, administration and operation of the mentor program. **Consistent Uses:** To register the participation of mentors and proteges. To plan, administer, report on and evaluate the mentor program. To develop and maintain a catalogue of available mentors and what they have to offer. **Retention and Disposal Standards:** These records will be destroyed six months after an employee has withdrawn from the program. **PAC Number** 97-003 **TBS Registration:** 00439 **Bank Number:** DND PPE 820

Merit Award Program

Description: This bank contains: minutes of meetings, personal data of nominees, regulations governing the Merit Award Program, rules, and statistics and employee employment records. **Class of Individuals:** This bank applies to: military personnel, and civilian employees of DND. **Purpose:** The purpose of this bank is to administer DND Merit Award Program. The bank is used to process Merit Award nominations for consideration by Command and National Defence Headquarters Group Committees. **Consistent Uses:** Social insurance number and mailing address are required for: award cheque requisitioning through the Department of Supply and Services, and for income tax purposes by the Department of National Revenue (Taxation), pursuant to the Income Tax Act. **Retention and Disposal Standards:** Records are destroyed after three calendar years. Records are accessible by providing: date of birth, date of nomination and/or award, full name, Military Occupation Code, and rank. **PAC Number:** 69-014 **Related to PR#:** DND ESD 045 **TBS Registration:** 000195 **Bank Number:** DND PPE 826

Military Honours and Awards

Description: This bank contains: listings of personnel who have received military honours and awards, and certain limited military ceremonies concerning: buildings, freedom of cities, Governor General, royalty, ships and related activities such as unit commemorative events. **Class of Individuals:** This bank applies to members of the CF and civilian employees of DND. **Purpose:** The purpose of this bank is to establish and maintain a record of: certain limited Department of DND ceremonial activities, primarily of a military nature, and honours and awards accorded to members of the CF. **Retention and Disposal Standards:** Records are retained for five calendar years and then transferred to National Archives of Canada where they are placed in data bank PAC PCE 716. Records are accessible by providing: date and event concerned, date of birth, full name, and rank and Military Occupation Code. **PAC Number:** 69-014 **Related to PR#:** DND DOC 420; DND DOC 445 **TBS Registration:** 000192 **Bank Number:** DND PPE 823

Military Personnel – Grievance File

Description: This bank constitutes a record of applications for: redress of grievances submitted, and the decisions made in respect of those grievances. **Class of Individuals:** This bank applies to members of the CF.

Purpose: The purpose of this bank is to record: applications for redress of grievances submitted in accordance with Regulations and Orders made pursuant to the National Defence Act, and the decision made in respect of those grievances. **Consistent Uses:** This information is used in investigation, by the CF, of complaints made, in accordance with the Canadian Human Rights Act, by the same person who submitted the grievance, and relating to the same subject.

Retention and Disposal Standards: The files are destroyed five years after last administrative action. Records are accessible through the Director Access to Information and Privacy (DAIP) section by providing: Military Occupation Code, name, rank, service number, and year of grievance. **PAC Number:** 69-014 **TBS Registration:** 000200 **Bank Number:** DND PPE 831

Military Police Investigation Case Files

Description: This bank contains personal information on individuals who have been involved in an incident, including: criminal, criminal intelligence or security offences investigated by the Military Police. This bank also records the findings of authorized investigations. The bank consists: civil and military court documents, photographs, record books documentary exhibits, related correspondence index cards, lists of evidence, telegrams containing investigative information investigation and occurrence reports, written statements. Persons are identified by: date of birth, name, and initials, Service Number. The report in which they are mentioned is identified by the: assigned file index number for the investigation, type of incident or offence, and date of its occurrence. **Class of Individuals:** This bank applies to: members of the CF, civilian employees of DND, and members of the public involved in an offence on DND establishments. **Purpose:** This information is used by departmental authorities for: appeals, investigations, civil actions, pensions, service, personnel administration, planning, criminal actions, postings, criminal injuries compensation, research, disciplinary measures, security and reliability screening, eligibility for medical treatment, statistical purposes, and evaluation, suppression of crime.

Consistent Uses: Some information may be shared with accredited domestic and foreign law enforcement and investigative agencies in the administration or enforcement of the law and in the detection, prevention or suppression of crime generally. **Retention and Disposal Standards:** The records in this bank held outside NDHQ are destroyed 2 years after last administrative or judicial use while records at NDHQ are transferred to National Archives after 5 calendar years. Some records may be retained for a longer period: if judged to be of archival value, or if deemed to be of historical value to the Department of DND. Records are accessible through the Director Access to Information and Privacy (DAIP) section by providing: full name and initials, location and date, Service Number (not

mandatory), and type of incident or offence. **PAC Number:** 69-014 **Related to PR#:** DND MIS 085 **TBS Registration:** 000203 **Bank Number:** DND PPE 835

Military Postgraduate Student Records

Description: This bank contains basic personal and course-related information concerning officers undergoing postgraduate training at the Royal Military College of Canada, such as: Course: CLA request reference course start and end dates course title date assigned date thesis received FMS/WCN numbers (applicable to US military courses) name and location of institution program type Member's: military occupation code and description name and initials obligatory service completion date occupation speciality qualification code posting date and message rank service number target position in establishment Financial: estimated total cost file and course loading authorization (CLA) numbers financial planning code (GRC) training source category. **Class of Individuals:** This bank applies to officers of the CF and other students selected for postgraduate training at the Royal Military College of Canada. **Purpose:** The purpose of this bank is to: assist in the assignment of trained personnel to those establishment positions requiring specific postgraduate qualifications, and maintain administrative records of officers and other students undergoing postgraduate training. **Retention and Disposal Standards:** Hard copy file records are contributed to personal information bank DND PPE 818 Career Manager Personal Files on completion of training. Computer records are retained indefinitely for statistical purposes. Records are accessible by providing: course title and program type, full name, Military Occupation Code, name and location of the institution where training was received, rank, and service number. **PAC Number:** 69-014 **Related to PR#:** DND RET 370 **TBS Registration:** 003269 **Bank Number:** DND PPE 878

Minutes of Proceedings of Courts Martial

Description: The minutes of proceedings of a court martial and an accurate record of all: decisions, findings, pleadings, sentence of a court martial, and including all exhibits in the form of documents, and testimonies. **Class of Individuals:** This bank applies to: members of the CF, and other persons who are subject to the code of service discipline by virtue of section 60 of the National Defence Act. **Purpose:** These records are kept for purposes of appeal: for administrative purposes, to the Court Martial Appeal Court, and to the Supreme Court of Canada. **Retention and Disposal Standards:** Records are never destroyed. Records are accessible by providing: full name and rank, year and place of court martial, when applicable, of the accused. **PAC Number:** 69-014 **Related to PR#:** DND JAG 035 **TBS Registration:** 000199 **Bank Number:** DND PPE 830

National Defence Fingerprint File

Description: The following information is held for identification: amputations, fingerprints, birthmarks, FPS number, colour of hair and eyes, height, complexion, name, date and place of: all previous employment with the CF, RCMP or public service, birth, engagement, and fingerprinting. deformity, occupation or trade, scars,

service number (SN) / civilian PRI number, sex, signature, tattoos, and weight. **Class of Individuals:** Members of the Canadian Forces: civilian employees of National Defence (note 1) and Allied Forces personnel serving in Canada. **Purpose:** The purpose of this bank is for service considerations to provide an infallible means of identifying personnel who may have been victims of a serious injury, amnesia or death during times of war and peace.

Consistent Uses: The fingerprints in this bank may also be used by the department for reliability and security screening of employees. **Retention and Disposal Standards:** Records of Members of the CF, and civilian employees of DND are retained by the Department for five years from date of release, and then destroyed. Deceased individuals records are destroyed two years from the date of death. Allied Forces personnel serving in Canada are destroyed at termination of their tour of duty in Canada. Records are accessible by providing: as proof of identity, one rolled fingerprints done in black ink, name, and service number (SN) / civilian (PRI) number. **Note 1:** Civilian prints will normally only be taken under two conditions: when employed in a high risk area and the local commander dictates that prints will be submitted; and when deployed on a CF operation or in theatre.

PAC Number: 69-014 **TBS Registration:** 000170
Bank Number: DND PPE 801

Non-Public Fund (NPF) Personnel Index Card

Description: This bank contains: date of birth, date of employment, Non-Public Fund Pension plans applicable, employee's social insurance number, marital status, salary, sex, and name, unit of employment. Non-Public Fund benefit plans applicable. **Class of Individuals:** This bank applies to: Non-Public Fund full-time, and qualifying part-time employees. **Purpose:** The purpose of this bank is to store information submitted by units for administration of group insurance and pension plan, as well as for statistical purposes. **Consistent Uses:** Pursuant to the Canada Pension Plan Act, records to support pension deductions and entitlements, including the social insurance number, is provided to Canada Customs and Revenue Agency (Taxation). **Retention and Disposal Standards:** Records are retained only for statistical purposes and currently destroyed three calendar years after termination of employment. Records are retained for employees who have vested or deferred pension rights until employee reaches: retirement age, death, or transferred to RRSP at employee's request. Records are accessible by providing: date of birth, and full name. **PAC Number:** 69-014 **Related to PR#:** DND PSB 385 **TBS Registration:** 000171 **Bank Number:** DND PPE 802

Non-Public Fund Employees Employed at Canadian Forces Bases and Stations

Description: This bank contains: applications for employment, employee evaluation reports, employee questionnaire including: correspondence concerning the employee's career, date of birth, date of employment, marital status, name, occupation, record of pay adjustments salary, sex, and social insurance number. leave forms. **Class of Individuals:** This bank applies to:

Non-Public Fund employees employed in Bases and Stations of the CF, and those employed directly by Director General Personnel Services. **Purpose:** The purpose of this bank is to maintain a record of correspondence relating to: the career of Non-Public Fund employees employed in Bases and Stations of the CF, and those employed directly by Director General Personnel Services. **Consistent Uses:** The file is used to: review action taken with regard to an employee, and to determine an employee's suitability for: promotion, transfer, or retention. Pursuant to the Income Tax Act, Employment Insurance Act, and Canada Pension Plan Act, documentation to support pay deductions, including the social insurance number, is provided to Canada Customs and Revenue Agency (Taxation). **Retention and Disposal Standards:** Files are currently destroyed two calendar years after termination of employment. Records are accessible by providing: date of birth, full name, location of employment, and period of employment. **PAC Number:** 69-014 **Related to PR#:** DND PSB 385 **TBS Registration:** 000172 **Bank Number:** DND PPE 803

Non-Public Fund Employees of the Canadian Forces – Personnel Applicant and Benefit Programs File

Description: This bank contains: employment applications and correspondence regarding executive and managerial positions, complaints from personnel, commendation letters, replies and queries from employees, and replies concerning benefit programs or working conditions. **Class of Individuals:** This bank applies to Non-Public Fund employees of the Department. **Purpose:** The purpose of this bank is for the administration of Non-Public Fund employees. **Consistent Uses:** Pursuant to the Canada Pension Act, documentation to support pension deductions and entitlements including social insurance number is provided to the Department of National Revenue (Taxation). **Retention and Disposal Standards:** Records are currently destroyed after five calendar years. Records are accessible by providing: date of birth, full name, periods of employment, and subject, date and file number (if known) of the initial application or correspondence. **PAC Number:** 69-014 **Related to PR#:** DND PSB 385 **TBS Registration:** 000173 **Bank Number:** DND PPE 804

Officer Boards for Academic Enhancement and Specialist Training Plans

Description: This bank contains the annual boards for Post Graduate Training and for: University Training Plan (Officers), Military Medical Plan Legal Plan Dental Pharmacy Plan and Chaplain Training Plans. Each board may contain: any resulting postings, lists of the officers selected, letters of disposition to each applicant, Post Graduate Training Board lists alternates and those not selected, proceedings, and findings, and selection criteria. **Class of Individuals:** This bank applies to officers of the CF who have made application for the training plans listed and for Post Graduate Training. **Purpose:** The purpose of this bank is to record the findings of the annual boards convened to determine suitable officers from those who have applied for each of

the training plan. **Retention and disposal Standards:** Records are retained for statistical purposes for three calendar years and then destroyed. Records are accessible by providing: full name Military Occupation Code, particular plan, rank, service number, and year of application. **PAC Number:** 69-014 **Related to PR#:** DND CSA 520 **TBS Registration:** 002273 **Bank Number:** DND PPE 848

Pay Records File

Description: This bank enables the Central Computation Pay System (CCPS) and the Revised Pay System for the Reserves (RPSR) to determine and record pay entitlements and applicable deductions. The bank contains: acquittance roll payments, third party pay allotments, including documentation concerning compulsory payments, CPP and Employment Insurance (EI) contributions, deductions such as Income Tax, hospital and medical plan premiums and pension contributions and records of their pay and allowances entitlements and attendance for the reserves. **Class of Individuals:** This bank applies to members of the CF (Regular and Reserve). **Purpose:** The purpose of this bank is to: record the individual pay records for members of the CF (Regular and Reserve services), administer the recovery of debts owed to the Crown by designated agents of DND, for statistical research information, gather, plan, implement and evaluate government personnel policies relating to pay and allowances. **Consistent Uses:** Pursuant to the Income Tax Act, Employment Insurance Act and Canada Pension Plan Act, documentation to support pay and deductions, including the social insurance number, is provided to: the Departments of Public Works and Government Services Canada and National Revenue (Taxation), and designated agents of DND (e.g. collection agencies, Department of Justice). **Retention and Disposal Standards:** The Master Pay Records for the regular force member were microfilmed on a regular basis and destroyed after 54 years. Since 1976, the records are kept on computer disk/tape and are computer readable. Records are accessible by providing: full name and service number. **PAC Number:** 69-014 **Related to PR#:** DND FSB 765 **TBS Registration:** 003788 **Bank Number:** DND PPE 858

Pension File

Description: The bank contains: copies of vital statistics of serving CF members and their dependants, pension election forms, pension observations and correspondence concerning pensions, proof of prior service and payment information, division of pension information and information on deaths of former members and payment information on survivors. **Class of Individuals:** This bank applies to members of the CF and survivors. **Purpose:** The purpose of this file is to: determine superannuation benefits for members of the CF (Regular) upon release, and gather statistical research information for planning, implementing and evaluating government personnel policies relating to pensions and superannuation. **Consistent Uses:** Pursuant to the Income Tax Act, documentation supporting pension entitlements, including the social insurance number, is

provided to the: Department Public Works and Government Services Canada (DSS PCE 701, Superannuation Annuitant System Database) for the issue of pension cheques, and Department of National Revenue (Taxation) for bank RCT PPU 005 Individual Income Tax Return. **Retention and Disposal Standards:** Records are retained by Director Accounts Processing, Pay and Pensions until the member is released, at which time they are forwarded to the Personnel Records Centre, National Archives of Canada where they are placed in data bank PAC PCE 719. Records are accessible by providing: full name, and service number. **PAC Number:** 69-014 **Related to PR#:** DND FSB 765 **TBS Registration:** 000223 **Bank Number:** DND PPE 859

Performance Evaluation Report File

Description: This bank contains: Performance Evaluation Reports, course reports and letters of commendation and awards. **Retention and Disposal Standards:** Records are: retained for five years after the individual's release, and then transferred to National Archives of Canada where they are placed in data bank PAC PCE 720. **Purpose:** The purpose of this electronic bank is to: maintain a record of performance on the job and determine on a continuing basis the relative merit/suitability of members for: other management administrative decisions, promotion, release, retention, and training. **Class of Individuals:** This bank applies to: members of the Regular Force and members of the Reserve Force on Class C service. Records are accessible by providing: date of release if applicable, full name and service number. **PAC Number:** 69-014 **Related to PR#:** DND CSA 520 **TBS Registration:** 000206 **Bank Number:** DND PPE 838

Personnel Files – Training

Description: The files contain: appearance, personal particulars, records of performance during the course, and records regarding personal behaviour. **Class of Individuals:** This bank applies to members of the CF. **Purpose:** The purpose of this bank is to maintain files on all personnel undergoing individual training at CF Schools other than Military Colleges and Staff Colleges. Files enable the school to have information regarding the candidate and to collect pertinent information used by the school staff to counsel and prepare the final course reports on the students. **Retention and Disposal Standards:** Records are destroyed after two years as the information is incorporated into a formal course report which is retained in the member's performance evaluation report files (DND PPE 838) for the duration of the individual's career. Schools maintain these files for one year and then forward the files to the regional office of the National Archives of Canada where they are held for one year. Exceptions to this are the files of officer candidates at CF Leadership and Recruit School, Saint-Jean, where the files are maintained for eight months and then forwarded to the regional office of the National Archives of Canada where they are held for three years in data bank PAC PCE 716. Records are accessible by providing: course attended, full name, Military Occupation Code, rank, school where course was taken, and service

number. **PAC Number:** 69-014 **Related to PR#:** DND RET 370 **TBS Registration:** 000210
Bank Number: DND PPE 842

Personnel Security Investigation File

Description: This bank contains personal data, such as: credit check reports, criminal records, investigative reports, notations of the level of security clearance, related correspondence, reliability status granted, Security Clearance Review Board documentation, Security Intelligence Review committee appeals, and security/reliability analyses. This bank contains personal information about the individual: his or her immediate family, the names and comments of: past employers, and character references, possibly the names and activities of associates with whom the individual would have contact. **Class of Individuals:** This bank applies to: Perspective, current and former members of the CF, civilian employees of DND, or personnel who are on a personal services contract with DND. By virtue of the clearance and reliability check process, personal information may be held on individuals who are not themselves the subject of the security assessment or reliability check. **Purpose:** The purpose of this bank, in accordance with the Government Security Policy, is to maintain personal information held on individuals who are or have been the subject of security screening procedures in relation to pre-employment/employment with the CF/DND. For those individuals who necessitate a security clearance, information has been obtained to support decisions taken to assess an individual's loyalty and reliability as it pertains to loyalty to Canada. Additionally, for those individuals who were reliability screened, information in support of these assessments is held on file. A reliability check is required as a condition of employment in the CF/DND and is required to assess the honesty, trustworthiness and discretion of an individual when given access to: sensitive information or government assets, access to valuables, drugs, hazardous or dangerous material; or responsibility for the well-being of persons or control of personnel. **Consistent Uses:** Information may also be used in other lawful investigations. **Retention and Disposal Standards:** All security clearance records of personnel are retained for a minimum period of ten years from the time administrative action is taken on the file. All reliability-screening records for enrolled or employed personnel are retained for a minimum period of ten years from the time administrative action is taken on the file. All reliability-screening records for personnel only processed for a reliability screening and were not employed are retained for a minimum period of two years. Individuals wishing to access information should through the Director Access to Information and Privacy (DAIP) section include within their request their: date of birth, given names, and surname, Those individuals who were released/left the CF/DND prior to 1992 should also provide their Social Insurance Number (SIN). To assist in expediting the processing of their request, applicants should identify the specific information desired. **PAC Number:** 69-014 **TBS Registration:** 004010 **Bank Number:** DND PPE 834

Personnel Selection Officer (PSO) Training Files

Description: This bank contains academic qualifications, biographical data, letters of appreciation, posting and promotion messages, records of special employment or experience and reports on: courses, in- and out-service speciality training, on-job-training, post-graduate courses, professional development courses. **Class of Individuals:** This bank applies to Personnel Selection Officers of the Regular and Reserve Forces. **Purpose:** The purpose of this bank is to select individuals for appropriate training and professional development as well as selecting qualified individuals to be employed as instructors or supervisors. **Retention and Disposal Standards:** Information is retained until the individual reaches compulsory retirement age or the rank of Colonel at which time the records are destroyed. Records are accessible by: name, rank, and service number. **PAC Number:** 69-014 **Related to PR#:** DND CSA 520 **TBS Registration:** 003268 **Bank Number:** DND PPE 877

Provision of Legal Aid to

Members of the Canadian Forces

Description: The file normally contains an outline of the legal problem involved and the advice given or action taken with respect to the problem. For the most part, the records in this file are limited to cases where an interview has been conducted with the persons seeking legal advice. **Class of Individuals:** This bank applies to: members of the CF, members of other armed forces attached or seconded to the CF, dependants of CF members serving outside Canada, and members of the civilian component of the CF and their dependants serving outside Canada. **Purpose:** The purpose of this bank is to document the provision of personal legal advice by legal officers of the CF to individuals identified in the application block. **Retention and Disposal Standards:** The files are destroyed after two years. Records are accessible through the Director Access to Information and Privacy (DAIP) section by providing: full name, location of the interview, and service number. **PAC Number:** 69-014 **Related to PR#:** DND JAG 015 **TBS Registration:** 000221 **Bank Number:** DND PPE 857

Provision of Legal Counsel at Public Expense

Description: This bank contains information concerning applications by military personnel and civilian employees of DND who apply for the provision of legal counsel at public expense under the Treasury Board Policy on the Indemnification of and Legal Assistance to Crown Servants. **Class of Individuals:** This bank applies to: CF members, and civilian employees of DND. **Purpose:** The purpose of this bank is to document applications for the provision of legal counsel at public expense for servants who have acted within the scope of their duties and have met reasonable departmental expectations. **Retention and Disposal Standards:** Records are retained for six calendar years from when the file is closed. Files are transferred to National Personnel Records Centre, National Archives of Canada where they are placed in data bank PAC PCE 716. Records are accessible through the Director Access to Information and Privacy (DAIP) section by providing: full name; SN/PRI, and DOB. **PAC**

Number: 69-014 **TBS Registration:** 003982 **Bank Number:** DND PPE 897

Requests from and Disclosures to Investigative Bodies

Description: The bank maintains a record of all: requests submitted by investigative bodies as listed in Schedule II of the Privacy Regulations, to the Department of DND, under section 8(2)(e) of the Privacy Act, and replies to such requests and information related to their processing.

Class of Individuals: This bank applies to: members of the CF, and civilian employees of DND. **Purpose:** The purpose of this bank is to maintain a record that provides the statistics required to report on the number of requests received annually under section 8(2)(e) of the Privacy Act to the Privacy Commissioner. **Consistent Uses:** Some information may be shared with accredited domestic and foreign law enforcement and investigative agencies in the administration or enforcement of the law and in the detection, prevention or suppression of crime generally.

Retention and Disposal Standards: Information is destroyed two years after date of last correspondence. Records are accessible through the Director Access to Information and Privacy (DAIP) section by providing: classification, or Military Occupation Code, if applicable, full name, and rank. **PAC Number:** 69-014 **Related to PR#:** DND PCA 610 **TBS Registration:** 000218 **Bank Number:** DND PPE 854

Sea, Army and Air Cadet Personnel Files

Description: This bank contains: form CF 1158 – Application for Membership in the Canadian Cadet Organizations, form CF 51 – Application and Approval – Cadet Activities (Employment – Course – Exchange), form CF 910 – CF Statement of Medical Fitness Cadet Applicant, form CF 1364 – Sea/Army/Air Cadet Course Report, records of appointment, promotion, pay, and training programs qualification courses and cadets activities (employment, courses, exchanges). The above forms are contained in and records are kept on CF 1398 – Certificate of Service – for Royal Canadian Sea Cadets; DND 1888 – Record of Service – for Royal Canadian Army Cadets; and CF 1322 – Record of Service and DND 1964 – Cadet Information Sheet – for Royal Canadian Air Cadets. **Class of Individuals:** This bank applies to the members of the Sea, Army and Air Cadets. **Purpose:** The purpose of this bank is to: maintain information on members of the Sea, Army and Air Cadets of the Canadian Cadet Organization as defined in Queen's Regulations and Orders for the Canadian Cadet Organizations (QR (Cadets)), from the application date until the cadet leaves the Organization. **Consistent Uses:** The personnel file is used for the cadet's progression within the organization. Social insurance number is required for pay and income tax reporting purposes by the Department of National Revenue (Taxation), pursuant to the Income Tax Act, when a cadet is employed as staff cadet. **Retention and Disposal Standards:** When a cadet leaves the organization, any empty blocks on the Record of Service (CF 1398, DND 1888, or CF 1322) are completed or struck and the Record of Service is signed by the Commanding Officer. The complete Record of

Service is then photocopied and the photocopy is retained indefinitely at the corps/squadron. The Record of Service and all documents included therein are given to the cadet or destroyed if they cannot be given to the cadet. Records are accessible by providing: full name, date of birth, service number, and number, title and location of Corps or Squadron. **PAC Number:** 69-014 **Related to PR#:** DND RCS 340 **TBS Registration:** 000207 **Bank Number:** DND PPE 839

Selection Boards for the In-Service Commissioning Plans

Description: This bank contains the selection boards for the following officer production plans: Commissioning From the Ranks Plan (CFRP); Officer Candidate Training Plan Military (OCTPM); Special Commissioning Plan (SCP); the Special Requirements Commissioning Plan, (SRCP) starting in 1986; and University Training Plan Non-Commissioned Members (UTPNM). Each contains copies of the Board's proceedings, findings and notifications to candidates for the preceding year. **Class of Individuals:** This bank applies to Non-Commissioned Members of the CF who: have applied for UTPNM, SCP or OCTPM; have been nominated for LDO, CFRP, or have been selected for SRCP. **Purpose:** The purpose of this bank is to record the results of the boards convened to select Non-Commissioned Members to be commissioned under the listed plans. **Retention and Disposal Standards:** The candidate's selection/non-selection documentation is destroyed after two years as copies are retained in DND PPE 818. Board reports are retained for 20 years for statistical purposes, and then destroyed. Records are accessible by providing: full name, service number, rank, Military Occupation Code (at the time), specific plan and year of application, nomination or selection, and year of request. **PAC Number:** 69-014 **Related to PR#:** DND CSA 520 **TBS Registration:** 002272 **Bank Number:** DND PPE 847

Selection Board and Supplementary Selection Board Results

Description: There are three sources of information in this bank: Selection Board Reports, Selection Listings for Promotion and Terms of Service (TOS), and Supplementary Selection Board Results. Selection Board Report: includes information in the form of: findings and recommendations, and scoring criteria for promotion and terms of service. Selection Listing for promotion and TOS includes information on each eligible individual: TOS Selection List includes: Service number, surname and initials, UIC URS, element TOS score/standing, MOC. Promotion Selection List includes: promotion position, rank, service number, surname, and initials, MOC, Second Official Language Profile and UIC. Supplementary Selection Board: includes: comparison scoring between randomly selected files, information in the form of scoring criteria duplicated from the applicable original Selection Board, and that of member(s) eligible for Supplementary Board review. Information on the President and Members of a given Selection Board such as: approving authority signature, date the Personnel Board Report was prepared and signed by convening members, service numbers,

surnames, and initials. Annexes to this source include personal information regarding: selection list reduction report if applicable, non-promotability, non-suitability for terms of service, and Personnel Evaluation Report discrepancies. Findings are in the form of promotability, and suitability for terms of service. **Class of Individuals:** This bank applies to members of the CF (Regular Forces Personnel). **Purpose:** The purpose of this bank is to: record Selection Listings, and information contained within the Personnel Board Report resulting from the deliberations of a convened Selection Board. The Selection Boards are convened to establish a Promotion Listing and a Terms of Service Listing. Supplementary Boards are ordered to ascertain promotability and suitability for Terms of Service in specific cases. Information resulting from the convened Selection Boards/Supplementary Boards is used for: attendance on courses, and to determine suitability for employment, conversion of terms of service, and promotion selection. **Retention and Disposal Standards:** IAW Authority document "Records Scheduling and Disposal Manual" A-AD-D11-001/AG-001 Annex A Personnel – CF Boards – Selection: Selection Listings, Personnel Board Reports, and Supplementary Board Results, are retained for a period of 10 years. These and future records will be retained for a period of 10 years in microfiche, hard copy, or electronic format for statistical and promotional purposes and will then be destroyed. Records are accessible by providing name, initials, and rank, MOC, SN, and year of board. **PAC Number:** 69-014 **DND CSA 530 TBS Registration:** 004049 **Bank Number:** DND PPE 899

Service Prison and Detention Barrack Records

Description: This bank contains records respecting persons who have been incarcerated in military service prisons and detention barracks. The records are completed and used by custodial staffs for administrative and control purposes during the incarceration of a person serving a sentence. Included among these records are those entries which concern: admission, discharge, discipline, maintenance of personal property, and sentence remission. **Class of Individuals:** This bank applies to individuals who are or have been incarcerated in military service prisons and detention barracks. **Purpose:** The purpose of this bank is to: assist in the calculation of, the decision-making process respecting, the number of days remission earned by an inmate, control the administrative and legal documents respecting an individual's incarceration, ensure adherence to policies and procedures respecting the administration of an inmate's incarceration, and record any disciplinary measures taken. **Retention and Disposal Standards:** Documents in this information bank are destroyed two years following their last administrative use. Records are accessible by providing: dates of incarceration, detention identification number, name, place, and service number. **PAC Number:** 69-014 **TBS Registration:** 001765 **Bank Number:** DND PPE 863

Social Work Services

Description: This bank records professional social work information on clients seen by social work officers. **Class**

of Individuals: This bank applies to members of the CF and members of their immediate families. **Purpose:** The purpose of this bank is to assist the social work officer in professional treatment and case management.

Consistent Uses: Within the parameters of CF Medical Order 8-02, information concerning members of the CF and dependants covered under the Code of Service Discipline may be disclosed to: a Board of Inquiry or Summary Investigation conducting an investigation into an accident or occurrence resulting in injury or death to an individual, as required for use in judicial proceedings, Military Police and specified Investigative Bodies for the purpose of carrying out a lawful investigation, Provincial and Municipal Authorities according to existing statutes, and the Commanding Officer. **Retention and Disposal Standards:** Files are destroyed five calendar years after the case is closed. Records are accessible through the Director Access to Information and Privacy (DAIP) section by providing: interviewer (if possible), member's full name, Military Occupation Code, place and date of interview(s), rank, and service number. **PAC Number:** 69-014 **Related to PR#:** DND PSB 405 **TBS Registration:** 000181 **Bank Number:** DND PPE 812

Squadron Personal File – Officer Cadets

Description: The Squadron Personal File contains: reports of academic and military training; achievements; awards; counselling sessions; notes from academic advisors; and administrative and disciplinary decisions. **Class of Individuals:** This bank applies to officer cadets attending the Royal Military College. **Purpose:** The purpose of this bank is to maintain a record of military and academic progress/achievement for officer cadets attending at the Royal Military College. Files are used on a daily basis by Squadron Commanders and cover approximately 1000 members on a continuous basis. **Retention and Disposal Standards:** After graduation, records are maintained at the college for five years and then destroyed. Ex student Royal Military College files are accessible by providing the: full name, service number and/or college number, and year(s) in attendance at the Royal Military College. Student number and the year of departure are essential when requesting files. Student Files are accessible upon proper identification while the student is in attendance. **PAC Number:** 69-014 **Related to PR#:** DND RET 370 **TBS Registration:** 000213 **Bank Number:** DND PPE 845

Suggestion Award Program

Description: This bank contains: documents on the administration of suggestions, minutes of meetings, personal information from individuals and statistical data, regulations governing the Suggestion Award Program, and rules. **Class of Individuals:** This bank applies to: members of the CF, and civilian employees of DND. **Purpose:** The purpose and use of this bank is to administer DND Suggestion Award Program. **Consistent Uses:** Social insurance number and mailing address are required for award cheque requisitioning through the Department of Supply and Services, and for income tax purposes by the Department of National Revenue (Taxation), pursuant to the Income Tax Act. **Retention and Disposal Standards:** Suggestion that are accepted

which results in awards under \$1000 are destroyed after three calendar years. Suggestions that are accepted which results in awards \$1000 or over are destroyed after five calendar years. Suggestions that are rejected are destroyed after three calendar years. Records are accessible by providing: date of suggestion and/or award, file number or subject of suggestion, full name, and originating Command or Base Suggestion Award Committee. **PAC Number:** 69-014 **Related to PR#:** DND ESD 045 **TBS Registration:** 000194 **Bank Number:** DND PPE 825

Unit Military Personnel Bank

Description: This bank contains: birth certificates, course reports, conduct sheets, divorce orders (nisi and absolute), enrolment documents, general employment information, marriage certificates, Physical Fitness Evaluation Envelopes, separation agreements, Statements of Ordinary Residence, and Unit Employment Records (UER). It may contain: documentation concerning compulsory payments, Personnel Evaluation and Reports on Reservists. Records which have not been superseded and which have been relevant to personnel management are retained for the duration of the member's career. Other records are purged. **Class of Individuals:** This bank applies to: serving members of the CF; and serving members of the Reserve Force.

Purpose: The purpose of this bank is to maintain a travelling copy of personnel records for all personnel on strength from enrolment to release. Information for this bank is used to compile nominal rolls of personnel on strength at Units. **Consistent Uses:** Pursuant to the Canada Elections Act, lists of CF electors and their dependant electors (including their social insurance numbers) are compiled from the Statement of Ordinary Residence form. The Act requires that the lists be sent to the Chief Electoral Officer following the issue of the writs ordering a general election. Nominal rolls are produced from information held in this Bank at each Unit.

Retention and Disposal Standards: Once a member is released from the Regular Force, this bank is amalgamated in electronic format into the "CF Member Personal Information Files" (Info Bank DND PPE 818). Records are transferred to the Personnel Records Centre (PRC), National Archives of Canada for members of the CF – Regular Force five years after release and for the

CF- Reserve Force three years after release. Records are then placed in data bank PAC PCE 716. Records are accessible by providing: full name, rank, service number, and Unit. **PAC Number:** 69-014 **Related to PR#:** DND CSA 520 **TBS Registration:** 000204 **Bank Number:** DND PPE 836

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Reliability Checks

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Workplace Day Care

National Energy Board

Chapter 86

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Security Clearances

Staffing

Training and Development

Travel and Relocation

National Farm Products Council

Chapter 87

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

National Film Board of Canada

Chapter 88

Particular Banks

Employees of the National Film Board of Canada

Description: This file contains medical histories, special medical examinations, tests, clinical opinions and reports. It can also contain notes from doctors and nurses and tests results that were down in the workplace or outside the National Film Board. It can also have medical certificates with name or illness or diagnosis and information given by the employee or his/her doctor.

Class of Individuals: Current or former National Film Board employees. **Purpose:** To permit a medical follow-up to the employee and in matters of work related accidents. **Consistent Uses:** The medical file was kept for the purposes of the employee Health Unit and was on no account used to determine employability. The information it contains is never transmitted to any other organization or employer. **Retention and Disposal Standards:** Since the closing of the Health Unit of the

National Film Board in March 1998, the employee's medical files are kept by the NFB Archives Section. The files will be destroyed in 2003, unless they are individually claimed by the employee prior to this date. **TBS Registration:** 004256 **Bank Number:** NFB PPE 005

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Employee Personnel Record

Grievances

Occupational Safety and Health

Security Clearances

Travel and

National Gallery of Canada

Chapter 89

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Security Clearances

Staffing

Training and Development

Travel and Relocation

National Library of Canada

Chapter 90

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

The National Library's employee information banks are the same as those for National Archives of Canada (Chapter 81).

National Museum of Science and Technology

Chapter 91

Particular Banks

Reliability Checks

Description: This bank contains information gathered by government institutions in conducting reliability checks on individuals working or applying for work with the institution by way of appointment, assignment of contract in accordance with the Security Policy of the Government of Canada. The bank includes verification data of educational and professional qualifications, employment criminal records and, where required, credit data, as well as other personal information. **Class of Individuals:** Individuals working or applying for work with the Federal government by way of appointment, assignment or contract. **Purpose:** To confirm identity and determine whether individuals can be trusted to carry out their tasks reliably and honestly. **Consistent Uses:** To support decisions on transfers, promotions, discipline and termination of employment. **Retention and Disposal Standards:** The information in this bank is destroyed two years after an employee leaves the institution for

which the check was done. **PAC Number:** 86-001 **TBS Registration:** 002862 **Bank Number:** STM PPE 801

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health
 Official Languages
 Pay and Benefits
 Performance Reviews and Employee Appraisals
 Recognition Policy

Security Clearances
 Staffing
 Training and Development
 Travel and Relocation
 Vehicle, Ship, Boat and Aircraft Accidents

National Parole Board

Chapter 92

Particular Banks

Employee reliability checks

Description: This bank contains information gathered by the National Parole Board in conducting reliability checks on individuals working or applying for work with the National Parole Board by way of appointment, assignment or contract in accordance with the security policy of the federal government. The bank includes verification data of educational and professional qualifications, employment, credit, criminal record and other personal information. The information is used to confirm the identity and determine the reliability of these individuals. **Class of Individuals:** Individuals working or applying for work with the National Parole Board by way of appointment, assignment or contract. **Purpose:** The purpose of this bank is to confirm an individual's identity and to determine whether that individual can be trusted to carry out tasks honestly and reliably. **Consistent Uses:** The information is used to support decisions on transfers, promotions, discipline and termination of employment. **Retention and Disposal Standards:** The information in this bank is destroyed two years after it was last used for an administrative purpose. **PAC Number:** 86-001 **Related to PR#:** NPB NPB 005 **TBS Registration:** 002100 **Bank Number:** NPB PPE 801

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave
 Conflict of Interest and Post-Employment Code
 Discipline
 Employee Personnel Record
 Employment Equity Program
 Grievances
 Harassment
 Identification and Building-Pass Cards
 Official Languages
 Parking
 Pay and Benefits
 Performance Reviews and Employee Appraisals
 Security Clearances
 Staffing
 Training and Development
 Travel and Relocation

National Research Council Canada

Chapter 93

Particular Banks

Conflict of Interest

Description: This bank contains voluntary disclosures by employees concerning potential conflict of interest situations and investigation reports and correspondence about potential and actual employee conflicts between the private interests or holdings of employees and their official duties. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose of this bank is to

maintain information about potential and actual conflict of interest situations for employees of a government institution, to record potential conflicts of interest and to resolve actual conflicts of interest. **Consistent Uses:** To support decisions on transfers, discipline and termination of employment. **Retention and Disposal Standards:** Records are retained by the National Research Council for the duration of employment plus two years, after which the records are destroyed. **PAC Number:** 85-001 **TBS Registration:** 000959 **Bank Number:** NRC PPE 801

Employment Equity Program

Description: The bank contains personal information on employees such as education, work history, career aspirations, and training and development, which is collected by interviews or compiled from employees' files or automated data systems. Respondents are asked to complete a Voluntary Self-Identification form and identify themselves as male or female, Aboriginal Persons, Persons with Disabilities or members of a Visible Minority. An employee number may be used to identify employees when these identifiers are required to locate employee records. **Class of Individuals:** Employees of the National Research Council. **Purpose:** This bank provides documentation for the implementation of the employment equity program. Data is collected to provide a comprehensive picture of employees by designated group status (e.g., women, Aboriginal Peoples, Persons with Disabilities, and members of Visible Minority Groups). This information is used to compare the relative situation of designated group members with non-designated group members within the Council and with their counterparts in the general labour market. **Consistent Uses:** The information gathered will be used for reporting and administrative purposes in the delivery of NRC's Employment Equity program to identify and eliminate systemic discrimination in employment and to introduce temporary special measures to ensure that designated groups participate in and are equitably represented in the National Research Council. It may also be used for policy and planning purposes related to employment equity. **Retention and Disposal Standards:** The disposal criteria for this bank are to be established. **PAC Number:** 85-001 **TBS Registration:** 002202 **Bank Number:** NRC PPE 802

Performance Reviews and Employee Appraisals

Description: This bank contains appraisals, reports and correspondence concerning an employee's work performance in terms of skills, abilities, accomplishments and interests. **Class of Individuals:** Employees of the National Research Council. **Purpose:** The purpose of this bank is to maintain information regarding the level of performance of individual employees within the National Research Council, including the identification of training and development needs, approval of performance pay and annual increments, retention of employees, extension of probation and termination during the Initial Term Appointment period. **Consistent Uses:** The information is also used to support decisions regarding promotions, transfers, demotions, employee assistance, discipline and termination of employment. **Retention and Disposal Standards:** Records are retained for five years, after which they are destroyed. **PAC Number:** 85-001 **TBS Registration:** 002201 **Bank Number:** NRC PPE 803

Scientific Integrity – Investigations

Description: This bank contains information on investigations of alleged scientific misconduct by NRC employees; interview notes, testimony by witnesses; legal opinions, investigation notes of possible misconduct and analysis reports of these investigations; correspondence; reference documents; minutes of the

meetings of the investigation committee. **Class of Individuals:** Employees of the National Research Council. **Purpose:** The purpose of this bank is to maintain information used in determining the need for and the nature of disciplinary action in the event of scientific misconduct. These records are also kept for purposes of appeal or other proceedings. **Consistent Uses:** To support decisions on disciplinary actions which may arise as a result of an investigation. **Retention and Disposal Standards:** Records are retained by the National Research Council for the duration of employment plus two years, after which the records are destroyed. **PAC Number:** 86-001 **TBS Registration:** 003699 **Bank Number:** NRC PPE 805

Staffing

Description: The bank contains staffing requests; position descriptions; salary ranges; selection profiles; competition posters; transfer requests; layoff lists; human resources inventory printouts; candidates' applications; lists of candidates; rating board assessments, including evaluation notes from staffing boards; examination papers and test results; eligibility lists; offers of employment; notices to candidates; and correspondence concerning staffing by various processes, including competitions and human resources inventory searches. Records in the bank contain a variety of personal information which may include age, sex and education levels. (N.B. Notations of staffing decisions may also appear in the Employee Personnel Record.) **Class of Individuals:** Employees of the National Research Council. **Purpose:** The bank provides a record of the information used in staffing positions within the National Research Council. **Consistent Uses:** This bank may also be used in the selection of candidates for the Council's Secondment Program. **Retention and Disposal Standards:** Records are retained for two years after any administrative action, after which they are destroyed. **PAC Number:** 86-001 **Related to PR#:** NRC PAS 745 **TBS Registration:** 002438 **Bank Number:** NRC PPE 804

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Discipline

Employee Assistance

Employee Personnel Record

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits
Reliability Checks
Security Clearances

Training and Development
Travel and Relocation
Vehicle, Ship, Boat and Aircraft Accidents

National Round Table on the Environment and the Economy

Chapter 94

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Discipline

Employee Personnel Record

Identification and Building-Pass Cards

Official Languages

Pay and Benefits

Staffing

Travel and Relocation

Natural Resources Canada

Chapter 95

Particular Banks

Assignments Program – (CLOSED)

Description: This bank contains personal information on applicants to the Program, on types of assignments offered, and on performance of assignees. **Class of Individuals:** The information relates to current Public Service employees who have registered in the Program. **Purpose:** The purpose of this bank is to collect and maintain records on employees who have applied to the Program and match the requests from managers to fill positions through the Program. **Consistent Uses:** The records are used to match requests from employees for an assignment with requests from managers to fill vacancies. **Retention and Disposal Standards:** Files are destroyed three years after the end of the assignment. **Contact:** Chief, Corporate Staffing Section, CSS-HRB. **Related to PR#:** NRCan CSS 790 **TBS Registration:** 003309 **Bank Number:** NRCan PPE 811

CANMET Management Information System (CLOSED)

Description: Name, Employee Number, office location, telephone number, names of branches where previously employed within the Sector, conferences and foreign travel undertaken, assets in the custody of employees. **Class of Individuals:** Employees of the Mineral and Metals Sector. **Purpose:** To record assets such as computers and equipment in the custody of employees. **Consistent Uses:** To provide Sector management with reports on to readily identify location of Sector assets. Access to the database will be restricted by the use of passwords. **Retention and Disposal Standards:**

Two years following the last administrative use. **Contact:** Director, Informatics, Policy, Planning and Services Branch, METS. **Related to PR#:** NRCan DEX 007 **TBS Registration:** 003370 **Bank Number:** NRCan PPE 807

Crown-owned Living Accommodation

Description: Information relating to employees who occupy Crown-owned housing in remote northern areas including names, occupations, family status, number of children and employee classification and salary. Also contains the amount of rental and the dates of occupancy. **Class of Individuals:** Departmental employees. **Purpose:** The data are used to administer accommodation requirements and the collection of rental deductions. **Consistent Uses:** Linked to Department of Public Works PWC PPU 020. **Retention and Disposal Standards:** Individual files are retained for two years after the occupants vacate the premises. **Contact:** Manager, Departmental Services, CSS-RPESB. **PAC Number:** 86-001 **Related to PR#:** NRCan CSS 730 **TBS Registration:** 000408 **Bank Number:** NRCan PPE 802

Departmental Computer-Assisted Facilities Management System.

Description: Information relating to the space occupied by employee including name, PRI, status, responsibility center, level, job title, building, room number, telephone number. **Class of Individuals:** Departmental employees. **Purpose:** The data are used to manage accommodation and forecast space usage by category of employee. **Consistent Uses:** All employee data will be derived by upload from PeopleSoft. **Retention and Disposal**

Standards: The retention and disposal periods are to be approved by the National Archives of Canada. **Contact:** Director, Strategic Planning, CSS-RPESB. **Related to PR#:** NRCan CSS 790 **TBS Registration:** 003332 **Bank Number:** NRCan PPE 813

Departmental Credit Card Holder Master File

Description: This bank within the departmental financial system contains information relating to employees of the department who are custodians of a government acquisition card eg. Mastercard, Visa, etc. The information gathered by employee is Credit Card Account Number, Card Holder's name and their Personal Record Identifier Number(PRI). This data bank is then used by cardholders to record and reconcile purchases they've made for the department using their acquisition card. As a safeguard, the PRI is used as the employee's account number in lieu of the credit card number for data input and access. The PRI number is not displayed, printed or distributed for any other. **Class of Individuals:** Authorized employees of the department. **Purpose:** To ensure that the correct acquisition card accounts are charged for purchases made employees on behalf of the department. **Consistent Uses:** The information is used to account for, and report on, departmental expenditures from acquisition cards. This includes preparation of the Public Accounts, responding to audit, parliamentary, ATIP and Internal inquiries and preparation of expenditure reports. In the event of fraud, some information may be requested and released to investigating authorities. **Retention and Disposal Standards:** Records are retained for a period of 6 years. **Contact:** Assistant Director, Financial Systems and Training, CSS-FMB **TBS Registration:** 003657 **Bank Number:** NRCan PPE 817

Departmental Employee Master Data Base

Description: This electronic master data base contains names of employees of the Department, Personal Records Identifiers (PRI), titles, both work and home addresses and telephone numbers. Data input is performed by employees of Compensation and Benefits, Human Resources Services Branch, using existing sources such as information completed by employees in the normal course of staffing actions. **Class of Individuals:** Employees of the Department. **Purpose:** The master data base consists of tombstone data used for a variety of administrative purposes. The PRI number contained in the data base is not displayed or printed or distributed for use by anyone except authorized employees of the Human Resources Branch. **Consistent Uses:** The system is also used to respond to enquiries from the public about employees' place of work, their work telephone number or length of employment with the Department. It is used by Telecommunications to maintain the Natural Resources Canada Directory of People and Services, and by the Records Office to order former employee files from National Archives when they are taken on strength again. Access to the system is strictly controlled and password protected through a "User Log On" validation process. Access is only given to those persons with a "need to know". **Retention and Disposal Standards:** The data is maintained and

updated when required on an ongoing basis. A backup of the data is made periodically in the event of system failure. **Contact:** PeopleSoft Project Leader, CSS-HRB **Related to PR#:** NRCan CSS 765 **TBS Registration:** 003647 **Bank Number:** NRCan PPE 815

Directory of People and Services.

Description: This bank consists of information about the organization and employees of the Department. It includes the employee's name, Personal Record Identifier, office location, telephone number, organization and the services provided by the employee. **Class of Individuals:** Departmental employees. **Purpose:** The data is used to produce the hard-copy Directory of People and Services and will provide on-line lookup. The Personal Record Identifier (PRI) will not be displayed in the on-line lookup facility for the Directory or in the printed Directory. This databank is also intended to be a central repository of identical tombstone data required by other internal administrative systems. **Consistent Uses:** Identical tombstone information required by other administrative systems (such as Parking) will reside in this personal information bank in order to eliminate duplicate entries. Access to the different administrative banks will be restricted by the use of passwords and other security measures. **Retention and Disposal Standards:** Two years following the last administrative use. **Contact:** Chief, Telecommunications Services, CSS-IMB. **Related to PR#:** NRCan CSS 770 **TBS Registration:** 003344 **Bank Number:** NRCan PPE 806

Employee Medical Referrals

Description: This bank contains notice of mandatory referral, correspondence relating to medical problems, medical assessment regarding employee's capability to work or limitations. **Class of Individuals:** The information relates to current and former departmental employees for whom a medical assessment was required. **Purpose:** The purpose of this bank is to collect and maintain information relating to the assessment of employee's capability to work. **Consistent Uses:** The records are used to assess employee's capability to perform duties; to authorize leave and benefits; to monitor the health of employees who are subject to certain occupational risks. **Retention and Disposal Standards:** Records are retained for a period of two years after the last administrative use. **Contact:** Director, Staff Relations and Compensation Division, CSS-HRB. **Related to PR#:** NRCan CSS 765 **TBS Registration:** 003308 **Bank Number:** NRCan PPE 810

Garnishment of Salaries and Other Remuneration

Description: This bank contains information relating to garnishment of salaries and other remuneration in accordance with the Garnishment, Attachment and Pension Diversion Act. Documentation includes notice of intention to garnishee, garnishee summons, and other related correspondence. **Class of Individuals:** Departmental employees and contractors engaged by the Department as individuals, under contracts for services only, against whom garnishment proceedings have been taken. **Purpose:** The purpose of this bank is to provide documentation to enable execution of orders of

garnishment for the administration of pay and benefits within the Department. **Consistent Uses:** Garnishment procedures require the disclosure of information to the registrar of the provincial court and the sheriff of the county where the proceedings commenced, as well as to the Department of Justice in its capacity as designated agent of the Crown. Within the Department of Natural Resources Canada, a complete file is held by the Compensation and Benefits Advisor while a copy of all necessary financial information is held by the Financial Services Office. **Retention and Disposal Standards:** Files are destroyed six fiscal years after the final garnishment payment or after all administrative action is complete. **Contact:** A/Policy Advisor, Compensation and Benefits, CSS-HRB. **Related to PR#:** NRCan CSS 765 **TBS Registration:** 002313 **Bank Number:** NRCan PPE 803

Passports and Visas

Description: This bank is maintained by the Passport Office, Departmental Services and is used to administer departmental requests for passports and visas. The bank contains the passport application form, date of birth, sex, marital status and other personal information including special passport numbers, visa numbers, history of official trips taken, etc. Files containing copies are held by the originating organizations in the Department. **Class of Individuals:** Departmental employees, exempt staff and some consultants working for the Department who require special or diplomatic passports and visas. **Purpose:** The information is used to process requests for passports and visas for employees, exempt staff, delegations travelling to foreign countries and for some consultants travelling abroad on behalf of the Department. **Consistent Uses:** Information may be disclosed to the Department of Foreign Affairs and International Trade and to embassies for the organization of delegations to foreign countries. **Retention and Disposal Standards:** Records are retained for five years until the passport has expired and are then destroyed. **Contact:** Chief – Revenue and Accounts Receivable – CSS/FMB **TBS Registration:** 003670 **Bank Number:** NRCan PPE 816

Salary Forecast Module

Description: This bank contains salaries and person-year information by individual. It also includes period of work, position number, group level and employee status. The Personal Identifier Number (PRI) is used for administrative purposes. **Class of Individuals:** The information relates to employees of the Department. **Purpose:** The purpose of this bank is to forecast salary requirements for the Department and to record person-year utilization. Both are used for internal management information. There is no administrative use of this bank in the context of the Privacy Act. **Consistent Uses:** The records are used to supplement planning and budgeting exercise. No data is disclosed to outside sources. **Retention and Disposal Standards:** Records are retained for a period of six years. **Contact:** Assistant Director, Financial Systems and Training, CSS-FMB. **Related to PR#:** NRCan CSS 720 **TBS Registration:** 003119 **Bank Number:** NRCan PPE 805

Workforce Adjustment – (CLOSED)

Description: This bank contains personal information on employees who are entitled to a staffing priority and results of referrals made to managers and/or staffing advisors. **Class of Individuals:** Current and former departmental employees who have been entitled to a staffing priority. **Purpose:** The purpose of this bank is to provide documentation to personnel advisors and managers in order to facilitate the placement of those employees entitled to a staffing priority. **Consistent Uses:** The records are used to facilitate the placement of employees. **Retention and Disposal Standards:** Records are retained for two years after the employee has been placed. **Contact:** Chief, Workforce Adjustment, CSS-HRB. **Related to PR#:** NRCan CSS 765 **TBS Registration:** 003310 **Bank Number:** NRCan PPE 812

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Incentive Awards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Reliability Checks

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Natural Sciences and Engineering Research Council of Canada

Chapter 96

Particular Banks

Conflict of Interest

Description: This bank contains voluntary disclosures by employees concerning potential conflict of interest situations and investigation reports and correspondence about potential and actual employee conflicts between the private interests or holdings of employees and their official duties. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose of this bank is to maintain information about potential and actual conflict of interest situations for employees of a government institution, to record potential conflicts of interest and to resolve actual conflicts of interest. **Consistent Uses:** To support decisions on transfers, discipline and termination of employment. **Retention and Disposal Standards:** Two years after potential conflict of interest no longer exists or actual conflict of interest has been resolved, after which the records are destroyed. **PAC Number:** 85-001 **TBS Registration:** 001628 **Bank Number:** SER PPE 801

Employee Performance Appraisals

Description: This bank contains performance appraisals, reports, and correspondence concerning the work performance of individual NSERC employees in terms of skills, abilities, accomplishments and interests. **Class of Individuals:** All indeterminate and term employees of NSERC as well as some temporary assistants. **Purpose:** The purpose of this bank is to maintain information regarding the level of performance of individual employees with NSERC. The information is used to support decisions related to the retention, termination or extension of employees on probation as well as to determine and approve performance pay and salary increments. **Consistent Uses:** Performance appraisals are also used in human resources planning activities such as career and succession planning, and in internal staffing, transfer, promotion, demotion, employee assistance, discipline, and termination of employment. To these ends, the information in appraisals may be

disclosed to committees comprised of management staff and to internal selection boards. Performance appraisal documents will also be used to assess the effectiveness of the performance appraisal system itself. To do this, some personal information will be disclosed to review committees of management staff for the purpose of assessing the equitability of the ratings across different directorates and branches within NSERC. **Retention and Disposal Standards:** Files are retained on file for five years, then destroyed. **PAC Number:** 86-001 **TBS Registration:** 002582 **Bank Number:** SER PPE 802

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Discipline

Employee Assistance

Employee Personnel Record

Grievances

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Northern Pipeline Agency Canada

Chapter 97

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Employee Personnel Record

Pay and Benefits

Travel and Relocation

North Fraser Port Authority

Chapter 98

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Employee Personnel Record

Grievances

Harassment

Occupational Safety and Health

Official Languages

Pay and Benefits

Performance Reviews and Employee Appraisals

Northwest Territories Water Board

Chapter 99

Note: Information on the employees of the Northwest Territories Water Board is held by Indian and Northern Affairs Canada.

Office of the Auditor General of Canada

Chapter 100

Particular Banks

Conflict of Interest

Description: This bank contains voluntary disclosures by employees concerning potential conflict of interest situations and investigation reports and correspondence about potential and actual employee conflicts between the private interests or holdings of employees and their official duties. **Class of Individuals:** Office employees.

Purpose: The purpose of this bank is to maintain information about potential and actual conflict of interest situations for employees of a government institution, to record potential conflicts of interest and to resolve actual conflicts of interest. **Consistent Uses:** To support decisions on transfers, discipline and termination of employment.

Retention and Disposal Standards: Two years after potential conflict of interest no longer exists or actual conflict of interest has been resolved, after which the records are destroyed. **PAC Number:** 85-001

TBS Registration: 001605 **Bank Number:**

OAG PPE 801

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Discipline

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Reliability Checks

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Office of the Chief Electoral Officer

Chapter 101

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Incentive Awards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Reliability Checks

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Office of the Commissioner of Official Languages

Chapter 102

Particular Banks

Garnishment

Description: This bank contains documentation concerning garnishment proceedings for the Administration of Pay and Benefits within the Office.

Class of Individuals: Employees of the Office against whom garnishment or diversion proceedings have been taken.

Purpose: The information enables execution orders of garnishment in accordance with the Garnishment Attachment and Pension Diversion Act.

Consistent Uses: The bank is also used to approve deductions from salary.

Retention and Disposal Standards: Files are retained two years after debt is paid.

If the employee moves to another department before the debt is paid, the file follows. If the employee moves to another department after the debt is paid, the file remains with OCOL and is destroyed after a two-year period.

TBS Registration: 002849 **Bank Number:** COL PPE 803

Pay and Benefits

Description: This bank contains certificates for pay, allowances and deductions, which set pay and benefit information for each employee, and include the social insurance number as well as correspondence related to the administration of pay and benefits.

Class of Individuals: Employees of the institution.

Purpose: The purpose of this bank is to provide documentation for the administration of pay and benefits within government institutions and to approve disbursement of salaries and

allowances and retention of deductions. The social insurance number is used for purposes of identification and to ensure consistency in administration of pay and benefits. Provision of the SIN is mandatory for this bank, subject to exemption of some individuals under special circumstances.

Consistent Uses: To enable audit and reconciliation of payroll accounts (e.g. employee remuneration and entitlements), to support the recovery of overpayments and debts owed to the Crown.

Retention and Disposal Standards: Records are destroyed two years after expiry of fiscal year, for general pay and deduction documentation and for correspondence, except in instances where there is a need to settle overpayments or to collect debts owed to the Crown in which case records are retained until the overpayment is settled or the debt collected.

TBS Registration: 002850 **Bank Number:** COL PPE 804

Superannuation

Description: This bank contains Birth Certificates for employees, spouse and children; information of marital status; documents regarding date of becoming a contributor to the Superannuation Plan; Reciprocal Transfer Agreements; Elections; Pension Calculations; Salary History; and Designation of Beneficiary.

Class of Individuals: Active and former employees who were contributors to the Superannuation.

Purpose: To have access, in one location, to all pertinent data concerning pension.

Consistent Uses: To assess eligibility to contribute, to calculate cost of prior service and to

calculate benefits for both annuitants and survivors.

Retention and Disposal Standards: Records are destroyed two years after all actions are completed. **TBS Registration:** 002848 **Bank Number:** COL PPE 802

Surplus Employee

Description: This bank contains personal information on employees who are declared surplus and are entitled to a surplus priority (legal priority accorded by the P.S.C.). Personal information includes: Education, Employment History, resume, copy of all forms and correspondence related to the situation, training and preferred location of employment. **Class of Individuals:** Employees declared surplus. **Purpose:** This bank provides documentation to Human Resources Officers in order to facilitate the placement of employees entitled to staffing priority within the Public Service. **Consistent Uses:** To have an updated file on the employee and the actions taken to obtain a new position. **Retention and Disposal Standards:** Two years after the employee leaves. **PAC Number:** 86-001 **TBS Registration:** 002847 **Bank Number:** COL PPE 801

Training and Development

Description: This bank contains personal data including course applications; personal record identifier; examination results and certificates; records of fee payments; and correspondence related to participation of employees in training and development activities sponsored by the government or by private organizations. Information on an employee's needs for individual development related to performance is contained in the Performance Reviews and Employee Appraisals Bank. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose of this bank is to provide documentation for the administration of training and development programs within government institutions. **Consistent Uses:** To approve and register the participation of employees in training and development

activities and to certify the achievements of employees.

Retention and Disposal Standards: Records are destroyed five years after completion of the particular training and development undertaken by an employee. **TBS Registration:** 001265 **Bank Number:** COL PPE 805

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Incentive Awards

Occupational Safety and Health

Official Languages

Parking

Performance Reviews and Employee Appraisals

Reliability Checks

Security Clearances

Staffing

Travel and Relocation

Office of the Inspector General of the Canadian Security Intelligence Service

Chapter 103

Note: Information on the employees of the Office of the Inspector General of the Canadian Security Intelligence

Service is held by the Department of the Solicitor General Canada.

Office of the Superintendent of Financial Institutions Canada

Chapter 104

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record**Grievances****Identification and Building-Pass Cards****Occupational Safety and Health****Official Languages****Parking****Pay and Benefits****Performance Reviews and Employee Appraisals****Security Clearances****Staffing****Training and Development****Travel and Relocation****Vehicle, Ship, Boat and Aircraft Accidents**

Pacific Pilotage Authority Canada

Chapter 105

Particular Banks

Employee Personnel Record

Description: This bank provides a record of an individual's employment with the Authority. This information is used in decisions relating to the areas of: staffing, attendance and leave, pay and benefits, training and development, occupational health and safety, official languages, discipline and security levels. This bank also contains information concerning personal characteristics, including age and sex; social insurance number; home address; citizenship; education, including transcripts, certificates and diplomas; non- government employment history; career resumes and references; geographical and organization location; appointments, transfers, promotions and demotions; periods of employment, including probationary periods, lay-offs and tenure; classification, including levels, titles and salaries; superannuation and insurance, including names of beneficiaries. Also included, where applicable, is information concerning military service, including periods and areas of service; collective bargaining exclusion, including designation status and bargaining agent identification; professional achievements, including publications, patents and awards; and termination of employment, including certificates and reasons for termination. **Class of Individuals:** This bank relates to employees of the Authority. **Purpose:** This information is used to ensure that personnel actions within the Authority are coordinated in the interests of both the individual and the employer. **Consistent Uses:** Its purpose is to provide documentation and authorization of appointments, transfers, promotions, demotions, termination of employment and superannuation. Information is also provided to various provincial health insurance plans; to group insurers, to unions for dues check-off purposes and to Public Works and Government Services Canada for pension purposes. **Retention and Disposal Standards:** Records of current employees are kept permanently by the Authority. Records concerning retired and non current employees are retained for ten years. **PAC Number:** 85-001 **TBS Registration:** 004141 **Bank Number:** PPA PPE 802

Register of Employee Pilots

Description: This bank relate to marine pilots employed by the Authority. This information is used in decisions relating to the areas of: staffing, attendance and leave, pay and benefits, training and development, occupational health and safety, official languages, discipline and security levels. This bank also contains information concerning licenses, personal characteristics, including age and sex; social insurance number; home address; citizenship; education, including transcripts, certificates and diplomas; non- government employment history; career resumes and references; geographical and organization location; appointments, transfers, promotions and demotions; periods of employment, including probationary periods, lay-offs and tenure; classification, including levels, titles and salaries; superannuation and insurance, including names of beneficiaries. Also included, where applicable, is information concerning military service, including periods and areas of service; collective bargaining exclusion, including designation status and bargaining agent identification; professional achievements, including publications, patents and awards; and termination of employment, including certificates and reasons for termination. **Class of Individuals:** This bank relates to marine pilots employed by the Authority. **Purpose:** This information is used to ensure that personnel actions within the Authority are coordinated in the interests of both the individual and the employer. This information is obtained as required under the pilotage act. **Consistent Uses:** Its purpose is to provide documentation and authorization of appointments, transfers, promotions, demotions, termination of employment and superannuation. Information is also provided to various provincial health insurance plans; to group insurers, to unions for dues check-off purposes and to Public Works and Government Services Canada for pension purposes. **Retention and Disposal Standards:** Records of current employees are kept permanently by the Authority. Records concerning retired and non current employees are retained for ten years. **PAC Number:** 85-001 **TBS Registration:** 004142 **Bank Number:** PPA PPE 801

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Pay and Benefits

Parks Canada Agency

Chapter 106

Note: Information on the employees of the Parks Canada Agency is held by the department of Canadian Heritage.

Patented Medicine Prices Review Board

Chapter 107

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Reliability Checks

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Pension Appeals Board

Chapter 108

Note: Any pertinent information concerning PAB employee personal records should be directed to Staff Relations, Human Resources Services ISP,

Human Resources Development, 9th Floor, Capital Square Building, Ottawa, Ontario K1P 5V9.

Port Alberni Port Authority

Chapter 109

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Conflict of Interest and Post-Employment Code

Pay and Benefits

Prince Rupert Port Authority

Chapter 110

The Prince Rupert Port Authority was established pursuant to the Canada Marine Act which received Royal Assent on the 11th day of June 1998. As a consequential

amendment, the port authority was added to Schedule I of the Access to Information Act and the Schedule of the Privacy Act.

Privy Council Office

Chapter 111

Particular Banks

Security Clearances and Assessments Bank

Description: This bank contains the security clearance records of employees, candidates for employment and agency and contract personnel in the Prime Minister's Office, the Privy Council Office, various royal commissions and task forces, the Office of the President of the Queen's Privy Council for Canada, the office of the leaders of the Government in the House of Commons and the Senate, the Canadian Intergovernmental Conference Secretariat and the Security Intelligence Review Committee. The bank also contains security clearance records or security assessments for certain Order-in-Council appointees or candidates for appointment. Security clearance records include personal history forms, fingerprint forms and records of criminal convictions, records of security briefings, summaries of Canadian Security Intelligence Service (CSIS) field investigations and correspondence related to the security clearance process and other information pertaining to the issuance of identification cards. **Purpose:** The purpose of this bank is to record information pertinent to the determination of an employee's security clearance level, provide confirmation of security clearance information to other government departments, and to provide security assessments on certain Order-in-Council appointees or candidates for appointment. Records are destroyed 2 years after the term of employment except in cases where the clearance is still valid. In these cases, the files are destroyed upon expiry of the clearance. **PAC Number:** 86-001 **TBS Registration:** 002546 **Bank Number:** PCO PPE 801

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Public Service Commission of Canada

Chapter 112

Central Banks

Accelerated Economist Training Program (AETP): Inventory of Applicants and Participants

Description: This bank may contain curriculum vitae, applications, transcripts of marks, interview

notes, assessment centre notes, notations or referrals, notes to file, and faxes for all applicants to the Program. It may also contain administrative documents related to security, travel, training, departmental assignment agreements/descriptions, reclassification notes, performance evaluations, job descriptions, and other

printed material for the participants of the Program. **Class of Individuals:** Public servants and non-public servants applying to the AETP or past and present participants of the AETP. **Purpose:** This bank exists under the authority of sections 5, 10, 11 and 16 of the Public Service Employment Act to provide an inventory of persons seeking positions with the AETP, and to maintain historical records of all persons who have participated in the AETP. **Consistent Uses:** This bank is used to retain applications to the AETP, for the general management of the assignments, and for statistical purposes. It interfaces with the Inventory Management and Employee History systems to track the career progression of participants (for statistical purposes and studies). **Retention and Disposal Standards:** Records of applicants are retained for two (2) years after an application is submitted and then are destroyed. Hardcopy records for participants are retained for five(5) years after the participant ceases to be in the Program. Machine readable records are retained twenty-five (25) years and then destroyed. **PAC Number:** 94-001 **Related to PR#:** PSC SPB 031 **TBS Registration:** 003069 **Bank Number:** PSC PCE 766

Accelerated Executive Development Program (AEXDP): Inventory of Applicants

Description: This bank may contain: correspondence; personal information; applications to the program; curriculum vitae; reference checks, the Track Record Interview and the Selection Review Board (SRB) Interview; results of the integration process and program office notes. **Class of Individuals:** Members of the Executive Category who have applied to the AEXDP. **Purpose:** This bank exists in accordance with sections 10 and 16(1) of the Public Service Employment Act to record and provide information relating to the acceptance or rejection of applicants to the AEXDP, to record and present information for review and decisions by Integration Board members, the Committee of Senior Officials (COSO), and the Public Service Commission (PSC). **Consistent Uses:** The bank is used to record and provide information to COSO and the PSC regarding acceptance to the program. **Retention and Disposal Standards:** Hard copy records of an applicant whose candidacy is not accepted are retained for three (3) years after which they are destroyed. Hard copy records of an employee who is accepted to the Program are transferred to the Participant files bank. These are retained for a period of five (5) years following termination of AEXDP participation, after which they are destroyed. Selected information on all applicants is computerized and retained for statistical purposes for twenty (20) years. **PAC Number:** Under review. **Related to PR#:** PSC SPB 065 **TBS Registration:** 004019 **Bank Number:** PSC PCE 768

Accelerated Executive Development Program (AEXDP): Inventory of Participants

Description: This bank may contain: personal information; correspondence; assessment results of reference checks, the Full Circle Appraisal Questionnaire, the Track Record Interview and the SRB Interview; results of the integration process; self-assessment by the participant; personalized learning plans; information on

candidate assignments and related performance evaluations, mentoring/coaching assistance, the participant's attendance on the Senior Executive Management Program, and appointment-to-level documentation; program office notes. **Class of Individuals:** Members of the Executive Category who have been accepted as participants in the AEXDP. **Purpose:** This bank exists in accordance with sections 10 and 16(1) of the Public Service Employment Act to record and provide information relating to participants in the AEXDP from acceptance to graduation as well as to provide information to the PSC regarding appointment-to-level. **Consistent Uses:** The bank is used to record and provide information regarding AEXDP participants to departmental Senior Managers offering assignment and/or permanent employment opportunities to candidates. **Retention and Disposal Standards:** All records are retained in hard copy until five (5) years after termination of AEXDP participation. Selected information is computerized and retained for statistical purposes for twenty (20) years. **PAC Number:** Under review. **Related to PR#:** PSC SPB 065 **TBS Registration:** 004018 **Bank Number:** PSC PCE 769

Access Requests

Description: This bank may contain access request forms, the replies to such requests and information relating to the processing of the requests. **Class of Individuals:** Public servants and non-public servants who have made a formal access request under the Access to Information Act or the Privacy Act. **Purpose:** This bank exists in accordance with section 4 of the Access to Information Act and section 12 of the Privacy Act to process access requests made under the Acts. **Consistent Uses:** The bank is used to record and process access requests, to respond to complaints received under the Acts, and for statistical purposes. **Retention and Disposal Standards:** Records are retained for two (2) years after completion of the request, and then destroyed. **PAC Number:** 86-001 **Related to PR#:** PSC CMB 022 **TBS Registration:** 001684 **Bank Number:** PSC PCE 743

Alternate Exchange Program

Description: This bank contains lists of public servants who have submitted a request to be included on the Alternate Exchange Listings maintained by a PSC regional office or a designated exchange office. This list may contain basic information such as the employee's name, classification, language results, region, date of availability, key position requirements, departmental contact and telephone number. **Class of Individuals:** Public servants who have submitted a request to be included on the Alternate Exchange Listings. **Purpose:** This bank exists in accordance with the Policy Framework for the Management of the Alternate Program for the intended use of administering and coordinating the efforts of departments in arranging inter-departmental alternations. The lists are received from departments and redistributed to all departments involved in the program. The information can be computerized and sent to departments through electronic or other mail systems.

This information may be disclosed to bargaining units who are part of Joint Adjustment Committees.

Consistent Uses: The information may also be used to prepare statistical reports or to evaluate the effectiveness of the program. As well for those employees who consent, it may be used by bargaining agents for other workforce adjustment related services such as career or financial counselling, outplacement initiatives, workshops or seminars about career, etc. **Retention and Disposal Standards:** The hard copy records are retained for two (2) years after the end of the program. The computerized records are updated on a regular basis by incorporating data received from participating departments. **PAC Number:** Under review. **Related to PR#:** PSC SPB 033 **TBS Registration:** 003926 **Bank Number:** PSC PCE 746

Analytical Environment (formerly EDP Statistical Systems)

Description: This bank regroups computer systems which are maintained by the Public Service Commission and which may contain basic personal information such as social insurance number (historical records only), personal record identifiers (PRI), work history, employment status, language proficiency, or reasons for separation. Although there are no equivalent hardcopy files for these systems, in some cases one input document may exist. The analytical environment includes information obtained from the TBS incumbent, mobility and employment equity data systems as well as appointments or statistics received from other departments. **Class of Individuals:** All individuals who have been appointed to positions in the public service or who have left the public service. **Purpose:** This analytical environment was created to record information on appointments in the public service, separations, the distribution of public servants by department and by location, the workforce downsizing program and the federal summer employment program. **Consistent Uses:** The information is used for the preparation of statistical reports, human resources planning and analysis, the monitoring of staffing activities, the production of the Public Service Commission's Annual Report, and for other reports to Treasury Board on the utilization of human resources and on the status of programs. Information is also used to track employee mobility and to determine the number of students who become regular employees of the public service and for other statistical purposes. Source data from Treasury Board's incumbent and mobility systems is used to update PSC applicant and employee inventories. Within the PSC analytical environment, information is used to measure the progress of employees affected by government downsizing. Information is also merged with Treasury Board's employment equity data bank for statistical purposes. No disclosure of personal information is made by this linkage that could reasonably be expected to identify the individual to whom it relates. **Retention and Disposal Standards:** Appointment Information Management System: The report on staffing transaction is retained for three (3) years from the date it is received by the PSC (note that the PSC stopped collecting transactional level appointment information as of April 1, 1999). The

computerized data is kept on line for two (2) years and transferred to an optical archive for indefinite retention. Separations: The computerized information is retained until it has been superseded, and then deleted, except for year-end information which is kept on an optical archive indefinitely. Workforce Adjustment Reporting System: Records are retained indefinitely on an optical archive. Quarterly Statistical File (subsumed into the analytical environment 1995-96): Information on individuals is retained for five (5) years after point of first capture, and then kept on an optical archive indefinitely. Student Employment Program: Records are retained for five (5) years, and then kept on an optical archive indefinitely. **PAC Number:** 85-016/94-001/90-012/92-016 **Related to PR#:** PSC SPB 032 and PSC SPR 180 **TBS Registration:** 002299 **Bank Number:** PSC PCE 761

Appeal Hearings

Description: This bank may contain an appeal document, an advice of selection form, evidence adduced at the hearing, including performance review and appraisal forms when used in the selection process, an appeal board decision and an appeal file control record. It may also contain tape recordings of the proceedings. Persons completing a Personal Information Request Form are required to quote the Recourse Branch file reference number given on the Appeal Board decision report submitted to the appellant. **Class of Individuals:** Public servants having filed an appeal or persons involved in the appeal. **Purpose:** This bank exists by reason of section 21 of the Public Service Employment Act and sections 19 to 28 of the Public Service Employment Regulations to record and provide information on appeals. **Consistent Uses:** The files are used to provide information gathered in the course of an appeal hearing so that a decision may be rendered by the Appeal Board chairperson. **Retention and Disposal Standards:** Decisions are microfilmed and retained for twenty (20) years from the date of the decision; files and tape recordings are kept for two years and destroyed. For files referred to the Federal Court of Canada under section 18 of the Federal Court Act, the decisions are microfilmed and are retained for twenty (20) years. Computerized information is retained for five (5) years. **PAC Number:** 94-001 **Related to PR#:** PSC AIB 005 **TBS Registration:** 001445 **Bank Number:** PSC PCE 702

Applicant Inventories and Referrals

Description: This bank may contain applications/curriculum vitae, test results, and screening and referral information resulting from solicited and non-solicited competitions/ announcements. Individuals seeking access to this information are required to specify the city in which they presented an application for employment and solicitation reference numbers in cases of solicited competitions. **Class of Individuals:** Public servants and non-public servants who have applied for a position in the Public Service through an open competition process. **Purpose:** This bank exists in accordance with section 5 of the Public Service Employment Act to provide for the maintenance of inventories of candidates who have applied for employment with the Public Service of Canada in the

administrative support, the administrative and foreign services, professional and scientific, technical and operational categories and in the Executive Group.

Consistent Uses: This bank is used to identify applicants suitable for referral and appointment to positions in the public service. For certain solicited processes applications, curriculum vitae may be sent to and retained by the department holding the competition. The information on under-represented groups is used for statistical purposes by the Public Service Commission, Treasury Board and the employing department. The information in this bank is frequently matched with information on appointment and test results for statistical purposes and program evaluation. **Retention and Disposal Standards:** Records are maintained for two (2) years after being removed from the inventories, or after referral, or after completion of a solicited competition process, and then destroyed. Computerized information is retained for five (5) years. **PAC Number:** 94-001 **Related to PR#:** PSC SPB 030 **TBS Registration:** 001451 **Bank Number:** PSC PCE 708

Assessment Centre for Early Identification of Executive Potential (AC for EIEP)

Description: This bank may contain memoranda and letters; biographical information and assessment results. **Class of Individuals:** Persons who have been assessed by the Assessment Centre for Early Identification of Executive Potential (AC for EIEP). **Purpose:** This bank exists in accordance with sections 10 and 16(1) of the Public Service Employment Act to record and provide information relating to the assessment of all persons who have participated in the Career Assignment Program or other departmental programs aimed at developing management potential. **Consistent Uses:** This bank is used to record and provide all information relating to the assessment of candidates for the Career Assignment Program or any other similar departmental programs, so that meritorious selections may be made. It is also used to provide assessment information to candidates requesting feedback and to gather normative and research data on candidates who have gone through the Assessment Centre. **Retention and Disposal Standards:** Hardcopy and computer records are retained for thirty (30) years after the assessment and then destroyed. **PAC Number:** 96-040 **Related to PR#:** PSC SPB 065 and SPB 034 **TBS Registration:** 001469 **Bank Number:** PSC PCE 726

Assessment Centre for Executive Appointment (AC for EXA)

Description: This bank may contain memoranda and letters; biographical information and assessment results. **Class of Individuals:** Persons who have been assessed by the Assessment Centre for Executive Appointment (AC for EXA). **Purpose:** This bank exists in accordance with sections 10 and 16(1) of the Public Service Employment Act to record and provide information relating to the assessment of applicants for executive positions or departmental development programs. **Consistent Uses:** This bank is used to record and provide all information relating to the assessment of applicants for executive positions or departmental

development programs so that meritorious selections may be made. It is also used to provide assessment information to individuals requesting feedback and to gather normative and research data on candidates who have gone through the Assessment Centre. **Retention and Disposal Standards:** Hard copy files are kept for five (5) years and then destroyed. Computer related files are retained indefinitely. **PAC Number:** Under review. **Related to PR#:** PSC SPB 065 and SPB 034 **TBS Registration:** 004463 **Bank Number:** PSC PCE 772

Assistant Deputy Minister (ADM) Prequalification Process (PQP): Inventory of Applicants

Description: This bank may contain: correspondence; personal information; applications to the program; curriculum vitae; reference checks, the Full Circle Appraisal Questionnaire, the Track Record Interview, the Selection Review Board (SRB) Interview and program office notes. **Class of Individuals:** Members of the Executive Category and EX equivalents who have applied to the PQP. **Purpose:** This bank exists in accordance with sections 10 and 16(1) of the Public Service Employment Act to record and provide information relating to the acceptance or rejection of applicants to the PQP, to record and present information for review and decisions by screening panels and (SRB) members, the Committee of Senior Officials (COSO), and the Public Service Commission (PSC). **Consistent Uses:** The bank is used to record and provide information to COSO and the PSC regarding acceptance to the program. **Retention and Disposal Standards:** Hard copy records of an applicant whose candidacy is not accepted are retained for three (3) years after which they are destroyed. Hard copy records of employees who are appointed to the ADM pool are transferred to the Participant files bank. These are retained for a period of five (5) years following termination of PQP participation either through appointment to an ADM level position or removal from the pool by the PSC, after which they are destroyed. Selected information on all applicants is computerized and retained for statistical purposes for twenty (20) years. **PAC Number:** Under review. **Related to PR#:** PSC SPB 065 **TBS Registration:** 004020 **Bank Number:** PSC PCE 770

Assistant Deputy Minister (ADM) Prequalification Process (PQP): Inventory of Participants

Description: This bank may contain: personal information; correspondence; reference checks, the Full Circle Appraisal Questionnaire, the Track Record Interview and the SRB Interview; self-assessment by the participant; personalized learning plans; information on candidate assignments and related performance evaluations, mentoring/coaching assistance, and appointment-to-level documentation; program office notes. **Class of Individuals:** Members of the Executive Category and EX equivalents who have been selected in the ADM PQP. **Purpose:** This bank exists in accordance with sections 10 and 16(1) of the Public Service Employment Act to record and provide information relating to participants into the PQP as well as to provide information to the PSC regarding appointment-to-level. **Consistent Uses:** The bank is used to record and

provide information regarding PQP selected applicants to departmental Senior Managers offering employment opportunities at the ADM level to candidates. **Retention and Disposal Standards:** All records are retained in hard copy until five (5) years after termination of PQP participation either through appointment to an ADM level position or removal from the pool by the PSC, after which they are destroyed. Selected information is computerized and retained for statistical purposes for twenty (20) years. **PAC Number:** Under review. **Related to PR#:** PSC SPB 065 **TBS Registration:** 004021 **Bank Number:** PSC PCE 771

Business/Government Executive Exchange (ceased in 1994)

Description: This bank may contain nomination and biographical information, performance reviews and employee appraisals, agreements, job descriptions, interview notes, curriculum vitae, and correspondence related to the assignment, selection, orientation, inventory and counselling of participants. **Class of Individuals:** Government and business executives who have been nominated for, are currently on, or have completed, an assignment. **Purpose:** This bank exists to maintain an inventory of executives who have been nominated for possible participation in the program and to keep historical records of all persons who have participated. **Consistent Uses:** The information is used to assess candidates and to refer government executives, or accept business executives, for possible assignment opportunities. **Retention and Disposal Standards:** Records are retained for two (2) years after termination of an assignment, and then destroyed. Information on candidates who did not participate in the Program is retained for two (2) years, and then destroyed. **PAC Number:** 94-001 **Related to PR#:** PSC SPB 065 **TBS Registration:** 001909 **Bank Number:** PSC PCE 757

Career Assignment Program (CAP): Inventory of Candidates and Participants

Description: This bank may contain basic personal information, Executive Simulation for CAP forms, curriculum vitae, career plans, appraisal information, assessment results, overall integration results, including reference checks, course participation, and general correspondence related to CAP candidates and participants. This bank may also include information retained for a previous program: Special Development Program. **Class of Individuals:** Public servants and non-public servants who have been nominated and/or have participated in CAP. **Purpose:** This bank exists in accordance with sections 10 and 16(1) of the Public Service Employment Act to record and provide information relating to initial and final nominations to CAP. This bank also exists to maintain an historical record of all persons who have participated in CAP. **Consistent Uses:** This bank is used to record and provide information on CAP candidates to the assessment and selection phase for statistical, administrative, and counselling purposes. **Retention and Disposal Standards:** Records are retained in hard copy for three (3) years for employees who do not proceed beyond the selection phase, and for five (5) years after termination of CAP participation,

after which they are destroyed. Selected information on all candidates is computerized and retained for statistical purposes for twenty (20) years. **PAC Number:** 94-001 **Related to PR#:** PSC SPB 065 **TBS Registration:** 001705 **Bank Number:** PSC PCE 751

Career Consultation and Development, Diversity Management: Senior Levels (formerly Executive Programs Employment Equity)

Description: This bank may contain basic personal information, curriculum vitae, general career information and plans, appraisal information and reference checks. **Class of Individuals:** Employment equity designated group members at the EX equivalent, the EX minus one and minus two levels which includes women, visible minorities, aboriginal peoples, persons with disabilities, who have received career consultation and development services. **Purpose:** This bank exists to maintain an historical record of designated group members seeking career consultation services in order to fulfill their chosen career plans. **Consistent Uses:** The bank is used to maintain records of meetings with clients and to identify and contact designated group clients eligible to compete for specific EX competitions and for referral of clients to developmental assignments in other departments. **Retention and Disposal Standards:** Records are retained for two (2) years after being declared inactive, and then destroyed. **PAC Number:** 94-001 **Related to PR#:** PSC SPB 065 **TBS Registration:** 001466 **Bank Number:** PSC PCE 723

Course Registration and Information

Description: This bank may contain basic personal data on course participants and related course administration information. Individuals seeking access to this information are required to specify the pertinent Learning and Executive Resourcing Branch course numbers. **Class of Individuals:** Persons who have taken or are enrolled in a professional or management course offered by the PSC Resourcing and Learning Branch. **Purpose:** This bank exists in accordance with section 5(b) of the Public Service Employment Act to establish and maintain records of all persons who have taken or are enrolled in a professional or management course offered by the PSC Learning and Executive Resourcing Branch. **Consistent Uses:** This bank is used to provide information required to administer professional and management training courses delivered by the PSC. **Retention and Disposal Standards:** Records are retained for five (5) years after completion of training and development activity, and then destroyed. The computerized records are retained ten (10) years after completion of training. **PAC Number:** 96-040 **Related to PR#:** PSC TPB 120 **TBS Registration:** 001478 **Bank Number:** PSC PCE 735

Deployment Recourse

Description: This bank contains a complaint document including basic personal data, evidence gathered during the investigation, an investigator's report and recommendations to the deputy head, the Commission's decision, if any, and a complaint statistics information sheet. **Class of Individuals:** Public servants who have filed complaints with the Recourse Branch related to the

application of section 34.4 of the Public Service Employment Act. **Purpose:** This bank exists in accordance with section 34.4 of the Public Service Employment Act and section 29 of the Public Service Regulations to provide information to enable the investigator to assess facts and where warranted make a recommendation to deputy heads regarding corrective action with respect to an employee's deployment. **Consistent Uses:** This bank is also used to provide information for PSC reports to Parliament. **Retention and Disposal Standards:** Records are retained for five (5) years and then destroyed. **PAC Number:** 94-034 **Related to PR#:** PSC AIB 005 **TBS Registration:** 003270 **Bank Number:** PSC PCE 745

Executive Counselling Services Assessment Results (formerly called Diagnostic and Career Counselling Service Assessment Results)

Description: This bank may contain biographical information, service-related notes and assessment results. **Class of Individuals:** Public Servants in the Executive Category, in EX equivalent positions and EX minus 1 level positions who have requested services, as well as public servants who have accessed Career Transition Counselling Services. **Purpose:** This bank exists to provide public servants who access Executive Counselling Services with information to enhance their self-understanding and to provide an opportunity to receive confidential counselling. **Consistent Uses:** This information is used to provide advice to the client and, with the client's written request, information on the client can be provided to individuals of the client's choosing. Limited information may also be used for statistical purposes aimed at assuring the quality of service. **Retention and Disposal Standards:** Hard copy records are retained for ten (10) years after being declared inactive and then destroyed. **PAC Number:** 96-040 **Related to PR#:** PSC SPB 050 and PSC SPB 034 **TBS Registration:** 002912 **Bank Number:** PSC PCE 765

Executive Resourcing

Description: This bank may contain security clearance rating, language examination results, memoranda to the Commission (Board Reports), letters of offer, letters of acceptance, letters to unsuccessful candidates, notice of Right to Appeal if applicable, notice regarding no appeals, copy of Record of Staffing Transaction, Official Languages Information forms, job descriptions, the Request for Non-delegated Staffing, job profiles, statement of qualifications, application forms, individual candidate reports from the Assessment Centre for Executive Appointment, reference check results, and record of persons considered for the position. Individuals seeking access to this information are requested to give the pertinent reference number (i.e. competition). **Class of Individuals:** Persons who are included in an Executive Group competition administered by the PSC. **Purpose:** This bank exists in accordance with section 10 of the Public Service Employment Act to record and provide information relating to Executive Group competitions administered by the Public Service Commission. **Consistent Uses:** This bank is used to provide information relating to Executive Group appointments

made by the PSC. On request, information may be disclosed to a participant in a selection action to explain the reasons for the selection decision. Information in this bank may be obtained from information in the applicant inventories, the assessment results and from departments. **Retention and Disposal Standards:** Records are retained for three (3) years after the eligibility list expires, and then destroyed. **PAC Number:** 94-001 **Related to PR#:** PSC SPB 065 **TBS Registration:** 001475 **Bank Number:** PSC PCE 732

Interchange Canada: Inventory of Applicants and Participants

Description: This bank may contain curriculum vitae, records of instances of consideration, notations of referrals, performance reviews and employee appraisals, agreements, job descriptions, interview notes and correspondence related to the Program. Some information exists in computerized form. **Class of Individuals:** Public servants and non-public servants applying for positions in Interchange Canada, or who are currently on, or have completed an assignment. **Purpose:** This bank exists under the authority of sections 5, 10, 11 and 16 of the Public Service Employment Act, to provide an inventory of persons seeking Interchange Canada assignments and to maintain historical records of all persons who have participated in the Interchange Canada. **Consistent Uses:** This bank is used for the general management of the assignments. This bank interfaces with the Inventory Management system. **Retention and Disposal Standards:** Records of applicants are retained for two (2) years after the candidate is declared inactive, then destroyed. Records of public servants participants are retained for two (2) years after termination of participation and destroyed. Records of non-public servants are retained for five (5) years after termination of participation and destroyed. **PAC Number:** 94-001 **Related to PR#:** PSC SPB 065 **TBS Registration:** 001952 **Bank Number:** PSC PCE 729

Interdepartmental Peer Committee on Promotions

Description: This bank may contain career résumés, letters of nomination from departments, letters of reference, appraisals and the recommendations of the Peer Committee. It may also contain personal works and lists of achievements. **Class of Individuals:** Public servants in the University Teaching (UT), Scientific Research (SE-RES), Historical Research (HR) and Defence Science (DS) groups who have been nominated for promotion through Peer Committee deliberation. **Purpose:** The information is collected under the authority of the Treasury Board for the UT, SE, HR and DS groups and is compiled to enable the Peer Committee to make recommendations on the appropriateness of promotions. **Consistent Uses:** The information is used to maintain a record of the Peer Committee's findings and decisions, and is occasionally used for future reference concerning the subsequent promotion of the same individual. **Retention and Disposal Standards:** Files are retained for five (5) years, and then destroyed. **PAC Number:** 85-016 **Related to PR#:** PSC SPB 030 **TBS Registration:** 002298 **Bank Number:** PSC PCE 759

International Programs: Inventory of Applicants and Participants

Description: This bank may contain curriculum vitae, records of instances of consideration, notations of referrals, agreements, job descriptions, interview notes, vacancy notices and correspondence related to the Program. Some information exists in computerized form.

Class of Individuals: Public servants and non-public servants applying for assignments in international organizations, or who are currently employed or have been employed. **Purpose:** This bank exists under the authority of sections 5, 10, 11 and 16 of the Public Service Employment Act to provide an inventory of persons seeking positions with international organizations. It also exists to maintain historical records of all persons who have participated in the Program.

Consistent Uses: This bank is used to identify vacancies in international organizations for the general management of participants and applicants. It interfaces with the Inventory Management system. **Retention and Disposal Standards:** Records of applicants are retained for two (2) years after being declared inactive and then destroyed.

Records of participants and competition files are retained for three (3) years after termination of assignments, and then destroyed. **PAC Number:** 94-001 **Related to PR#:** PSC SPB 065 **TBS Registration:** 001951 **Bank Number:** PSC PCE 733

Investigations

Description: This bank may contain excerpts of personnel files and/or competition files, interview notes, allegations or complaints, memoranda and letters, performance evaluations, press clippings, memorandum of agreement and formal investigation reports. It may also contain information dealing with conciliation actions undertaken with departments, employees, representatives or complainants. **Class of Individuals:** Public servants who have filed complaints with the Recourse Branch related to the application of the Public Service Employment Act and its Regulations, or complaints of harassment in the workplace as defined by Treasury Board policy, and persons involved in the complaint.

Purpose: This bank exists in accordance with section 7.1 of the Public Service Employment Act and the Order-in-Council P.C. 1986-2350 to record information with respect to investigations related to the application of the Public Service Employment Act and its Regulations, and to complaints of harassment in the workplace as defined by Treasury Board policy. **Consistent Uses:** The information is used so that allegations may be examined, recommendations made and corrective actions taken if warranted. It is also used to prepare background documentation to establish a board of inquiry or the preparation of a Federal Court file. **Retention and Disposal Standards:** Paper records are retained active during the investigation, conciliation or disclosure phase, five (5) years inactive and then destroyed. Complaints which do not become a formal investigation are kept for two (2) years and then destroyed. Computerized records are retained on-line for five (5) years, then deleted. **PAC Number:** 94-001 **Related to PR#:** PSC AIB 010 **TBS Registration:** 001446 **Bank Number:** PSC PCE 703

Language Review Committee

Description: This bank may contain requests for review, employee's written consent, Language Knowledge Exam (LKE) results prior to 15 October 1984, assessment officer's report, language training history, orientation process results, related letters or memos, decision of the committee. **Class of Individuals:** Public servants whose cases have been submitted to the Language Review Committee. **Purpose:** This bank exists in accordance with section 20 of the Public Service Employment Act to record information on employees whose cases have been submitted to the Language Review Committee.

Consistent Uses: The bank is used to examine complaints concerning results obtained in second language assessment and decisions of the Language Assessment Section prior to October 15, 1984; to review employee's withdrawal from language training and to reach a decision on each case. **Retention and Disposal Standards:** Records relating to complaints concerning the withdrawal from language training or the orientation process results are retained for twenty five (25) years and then destroyed. **PAC Number:** 94-034 **Related to PR#:** PSC SPB 050 **TBS Registration:** 001459 **Bank Number:** PSC PCE 716

Language Training Orientation

Description: This bank may contain basic personal data, aptitude and placement tests results, preliminary interview report, prognosis, recommended lessons and the projected duration of training. **Class of Individuals:** Language training candidates who underwent the orientation process for non imperative staffing purposes or for enrolment on basic language training. **Purpose:** This bank exists in accordance with section 5(b) of the Public Service Employment Act to register test results and information collected during the orientation interview.

Consistent Uses: The bank is used to evaluate the aptitude to succeed at language training, to make pedagogical recommendations to the teaching personnel and to supply Language Training Canada with administrative data. **Retention and Disposal Standards:** Paper records are kept for twenty (20) years after completion of training and are then destroyed. Computerized records remain active during the training period, are then kept for twenty (20) years and then deleted. **PAC Number:** 93-003 **Related to PR#:** PSC TPB 105 **TBS Registration:** 001482 **Bank Number:** PSC PCE 739

Language Training Services

Description: This bank may contain basic personal data, service and language training requests, aptitude and placement tests results. **Class of Individuals:** Persons who underwent language training. **Purpose:** This bank exists in accordance with section 5(b) of the Public Service Employment Act to provide information for eligibility testing, orientation, enrolment and language training processes. **Consistent Uses:** The bank is used for the eligibility, testing, orientation, enrolment and language training processes and to ensure a progress follow-up on participants. **Retention and Disposal Standards:** Paper records are kept for twenty (20) years after completion of training and are then destroyed. Computerized records remain active during the training

period, are then kept on tape for twenty (20) years and then deleted. **PAC Number:** 93-003 **Related to PR#:** PSC TPB 105 **TBS Registration:** 001484 **Bank Number:** PSC PCE 741

Leave of Absence to Seek Election

Description: This bank may contain requests for leave of absence, the appropriate deputy minister's opinion, the recommendations to the Commission by the Secretary General, the Commission's decision to approve or deny the leave to seek nomination as a candidate, and to be a candidate for election, notices for publication in the Canada Gazette, Part I, and in some cases, newspaper clippings. **Class of Individuals:** Public servants who have requested leave of absence to seek nomination as a candidate, and to be a candidate for election. **Purpose:** This bank exists in accordance with sections 32, 33 and 34 of the Public Service Employment Act to record information so that the PSC can assess whether or not to grant leave of absence to employees to seek nomination for election. **Consistent Uses:** This bank is used to provide information for PSC authorization and for PSC reports to Parliament. **Retention and Disposal Standards:** Records are retained for seven (7) years after request was made, and then destroyed. **PAC Number:** 94-034 **Related to PR#:** PSC DGM 022 **TBS Registration:** 001448 **Bank Number:** PSC PCE 705

Management Resources Information System (MRIS) (ceased to be updated in 1993)

Description: Since 1993, information has been transferred to the applicant inventories and analytical environment systems which ensure, in part, the necessary data for the management of the various PSC programs and services. This bank may contain appointment certificates; employee summaries; basic personal data; skills and work history; professional qualifications; curriculum vitae; career aspirations and managerial experience; proof of education standing; performance reviews and employee appraisals; and development and training courses taken. In the case of public servants in the executive group, the bank may also contain notifications of layoff, surplus or administrative priority; identification of transfer requests and identification of requirements to be redeployed; records of instances of consideration for positions; most recent memoranda to the Commission (board reports); letters of offer, letters of acceptance, notes to file, letters of recommendation, Brokerage Inclusion forms, Deputy Head authorization for placement on brokerage, records of consideration and counselling reports/notes. This bank may also contain specific records pertaining to Senior Personnel, Finance and Internal Audit Officers. **Class of Individuals:** Public servants appointed to eligible classifications as determined by the Public Service Commission; public servants participating or seeking participation on Interchange Canada or International Assignments; public servants at the FI-04 and equivalent levels, PE-06 level and up to EX-03 levels who are identified as having extensive qualifications and who have been evaluated by senior advisory committees. **Purpose:** This bank exists to enable the Public Service Commission to fulfil its powers as stated in section 5 of

the Public Service Employment Act and Regulations, i.e. to maintain an inventory of candidates for eligible classifications determined by the PSC. **Consistent Uses:** This bank is used to provide information to TBS and departments for the purposes of staffing, human resources management, statistics, analysis, evaluations and career management planning. Prior to 1993, relationship with other systems: The MRIS system is merged with the Treasury Board Incumbent System (TBS PCE 723) to obtain employee data, with the TBS Senior Personnel Information System (TBS PCE 715) to obtain position data, with the PSC Appointment Information Management System (AIMS) to update changes resulting from appointments and with the Separation File to identify employees who left the Public Service. It is also merged with the Employment Equity Target Group Data Bank (TBS PCE 706) to provide TBS with statistical information related to employment equity. Source data is also obtained from the PSC Career Assignment Program System, the Interchange/International System, the executive group Applicant Inventory and the Quarterly Statistical File. **Retention and Disposal Standards:** Machine readable records are retained for ten (10) years after removal from the system or after the public servant's separation from the public service, after which the records are deleted from the system. Performance review and employee appraisals are retained for five (5) years, and then destroyed. **PAC Number:** 94-001 **Related to PR#:** PSC SPB 065 **TBS Registration:** 001477 **Bank Number:** PSC PCE 734

Management Trainee Program (MTP): Inventory of Applicants and Participants

Description: This bank may contain curriculum vitae, applications, transcript of marks, correspondence, interview notes, appointment letters, assignment descriptions and performance appraisals. **Class of Individuals:** Public servants and non-public servants applying to the Management Trainee Program, and persons who have been appointed to the Program. **Purpose:** This bank exists under the authority of sections 5, 10, 11 and 16 of the Public Service Employment Act (PSEA) to provide an inventory of persons seeking positions with the Management Trainee Program, and to maintain historical records of persons appointed to the Program. **Consistent Uses:** This bank is used to identify candidates for positions with the Management Trainee Program, for the general management of assignments for participants in the Program, and for statistical purposes. It interfaces with the Inventory Management and Employee History systems to track the career progression of participants (for statistical purposes and studies). **Retention and Disposal Standards:** Records of applicants are retained for two (2) years after application is submitted and are then destroyed. In the case of participants, hard copy records are retained for five (5) years after the participant ceases to be a MTP participant. Machine readable records are retained for twenty-five (25) years and then destroyed. **PAC Number:** 94-001 **Related to PR#:** PSC SPB 031 **TBS Registration:** 002910 **Bank Number:** PSC PCE 763

Occupational Test Results

Description: This bank may contain test answer sheets and results for persons who, for selection or other purposes, have undergone PSC tests. Individuals completing a Personal Information Request Form are required to provide their Personal Record Identifier. **Class of Individuals:** Public servants and non-public servants who have taken selection tests developed by the PSC. **Purpose:** This bank exists in accordance with section 16(1) of the Public Service Employment Act to record information on tests conducted for purposes of selection such as competitions. **Consistent Uses:** The bank is used to record and provide information to departments on the results of tests administered by PSC regional offices and/or departments to determine the suitability of candidates in the selection process and for human resources planning and analysis. The information in this bank is contained in the Test Scoring and Results Reporting System (TSRR) and interfaces with the Inventory Management System which contains applicant inventories. **Retention and Disposal Standards:** Hard copy files are kept for five (5) years, and destroyed. Candidate test results are retained indefinitely on computerized files. **PAC Number:** 96-040 **Related to PR#:** PSC SPB 030 **TBS Registration:** 001454 **Bank Number:** PSC PCE 711

Official Languages Exclusion Order

Description: This bank may contain basic personal data, medical certificates, supporting documentation, departmental requests and Commission decision in some cases. **Class of Individuals:** Public servants who have requested an official languages exclusion or extension. **Purpose:** This bank exists in accordance with section 20 (and in certain cases section 10) of the Public Service Employment Act to record information relating to the review of cases of employees requesting an exclusion from the obligation to meet the second language requirements of their position or an extension to their exemption time or an override to a negative prognosis for appointment purposes. **Consistent Uses:** This bank is used to allow the Public Service Commission to grant or refuse exclusions, extensions or overrides under the Official Languages Exclusion Approval Order. **Retention and Disposal Standards:** Records are retained for twenty (20) years and then destroyed, except for those with historical value which are kept indefinitely. **PAC Number:** 94-034 **Related to PR#:** PSC SPB 050 **TBS Registration:** 001460 **Bank Number:** PSC PCE 717

Personnel Selection (excluding Executive Resourcing)

Description: This bank may contain requests to staff, job descriptions, statements of qualifications, official languages input forms, competition notices, application forms or résumés, selection rating guides, board reports, letters of reference or performance appraisals, eligibility lists, all other documents used in establishing candidates order of merit and notification of the results of the competition/selection including letters offering appointment. Where applicable, notices of rights to appeal and other related documents are included. Persons completing a Personal Information Request Form are required to give the pertinent competition numbers.

Class of Individuals: Public servants and non-public servants who are being considered for appointment through a process of personnel selection. **Purpose:** This bank exists in accordance with section 10 of the Public Service Employment Act to record and provide information related to any process of personnel selection with or without competition. **Consistent Uses:** This bank is used to staff positions, to provide the necessary information, on request, to participants in selection actions to explain the reasons for the selection decision. This bank also provides related documentation for PSC investigations as a result of the selection processes. The information on under-represented groups is used for statistical purposes by the Public Service Commission, Treasury Board and the employing department. **Retention and Disposal Standards:** Records are retained for two (2) years after the eligibility list expires or two (2) years after it has been used for administrative purposes, and then destroyed. **PAC Number:** 96-040 **Related to PR#:** PSC SPB 030 **TBS Registration:** 001455 **Bank Number:** PSC PCE 712

Persons Appointed under an Exclusion Approval Order

Description: This bank may contain the recommendation of the Commission and of the appropriate Cabinet minister to the Governor in Council, basic personal data, the exclusion order and the regulations. **Class of Individuals:** Persons appointed to the public service who are excluded from certain provisions of the Public Service Employment Act by virtue of section 41. **Purpose:** This bank exists in accordance with sections 37, 41 and 47 of the Public Service Employment Act to record and report to Parliament the names of employees of certain occupational groups or the names of persons appointed to the public service who are excluded from certain provisions of the Act by virtue of section 41. **Consistent Uses:** This bank is used to record and report to Parliament annually the names of employees of certain occupational groups or the names of persons appointed under an Exclusion Approval Order. **Retention and Disposal Standards:** Records are retained for five (5) years after termination of the exclusion, and then destroyed. **PAC Number:** 94-034 **Related to PR#:** PSC CMB 022 **TBS Registration:** 001447 **Bank Number:** PSC PCE 704

Post-Secondary Recruitment (PSR) Program: Inventory of Applicants

Description: This bank may contain curriculum vitae, applications, transcripts of marks, correspondence, test results, interview notes, assessment centre notes, records of instances of consideration, notations of referrals, note to files, and telexes for those applicants to the PSR Program. **Class of Individuals:** Public servants and non-public servants applying to PSR. **Purpose:** This bank exists under the authority of sections 5, 10, 11 and 16 of the Public Service Employment Act to provide an inventory of persons seeking positions through the PSR campaign. **Consistent Uses:** This bank is used to identify applicants for positions offered through PSR (for statistical purposes and studies). The bank interfaces with the Inventory Management and Employee History systems to

track the career progression of those applicants who are hired through PSR for positions/training programs in the participating departments. **Retention and Disposal Standards:** Records are retained for five (5) years after an application is submitted and are then destroyed, except in cases where successful applicants are hired. Information on such applicants is transferred to the hiring department. **PAC Number:** 94-001 **Related to PR#:** PSC SPB 031 **TBS Registration:** 003954 **Bank Number:** PSC PCE 767

PSC Transfer Files (ceased in June 1996)

Description: This bank may contain curriculum vitae, latest performance appraisal, request for transfer form, letter from department confirming group, level and status, assessment/counselling report, results of referrals and reference checks. **Class of Individuals:** Public servants who have requested a lateral transfer. **Purpose:** This bank exists to provide information on employees who have requested a lateral transfer in the administrative support and operational categories, administrative and foreign service, and professional and technical categories, excluding the EX group. **Consistent Uses:** The bank is used to refer employees requesting a transfer to departments and agencies. **Retention and Disposal Standards:** Records are retained for two (2) years from the date of the most recent inclusion in the inventory and then destroyed. **PAC Number:** 96-040 **Related to PR#:** PSC SPB 030 **TBS Registration:** 001462 **Bank Number:** PSC PCE 719

Public Servants Released or Demoted (PSC authority for this function ceased in 1993)

Description: This bank may contain basic personal data; the department's recommendation to the PSC and the grounds for recommending release or demotion, the appeal decision, if appeal right is exercised, the Secretary General's recommendation to the Commission; the Commission's decision, and the notices of release or demotion to the department and to the employee. **Class of Individuals:** Public servants whose release or demotion has been recommended by deputy heads. **Purpose:** This bank existed in accordance with section 31 of the Public Service Employment Act, R.S.C. 1985, c. P-33 (now repealed by section 21 of the Public Service Reform Act) to record information relating to the recommendation of deputy heads to release or demote employees. **Consistent Uses:** This bank was used to provide information to enable the Commission to assess and make a decision on the recommendation of deputy heads, made prior to June 1993, that employees be released or demoted. It also provided information for PSC reports to Parliament. NOTE: As of June 1, 1993, these recommendations no longer fall under PSC jurisdiction, unless these were made prior to the coming into force of the Public Service Reform Act, s.c. 1992 c.54. Such matters have since been delegated to Deputy Ministers. **Retention and Disposal Standards:** Records are retained for seven (7) years following a release or demotion, and then destroyed. **PAC Number:** 94-034 **Related to PR#:** PSC CMB 022 **TBS Registration:** 001449 **Bank Number:** PSC PCE 706

Second Language Assessment by Regional Offices

Description: This bank may contain the second language assessment request and record of results forms, basic personal data, and oral interviews recorded on cassette, assessment reports and results. **Class of Individuals:** Public servants and non-public servants who were assessed by the PSC Regional Offices for second language proficiency. **Purpose:** This bank exists in accordance with sections 16 and 20 of the Public Service Employment Act to assess the second language proficiency of candidates. **Consistent Uses:** The bank is used to maintain a record on candidates tested for the purpose of appointment to bilingual positions in the public service and for other uses as set out in the PSC-TBS agreement on the subject of language testing. Test results are entered in the Test Scoring and Results Reporting System (see central bank PSC PCE 718) and may be entered in the applicant inventory. **Retention and Disposal Standards:** Files are retained for three (3) years and interviews recorded on cassette are retained for two (2) years unless the candidate agrees to their earlier disposal, then are deleted. **PAC Number:** 96-040 **Related to PR#:** PSC SPB 030 **TBS Registration:** 001457 **Bank Number:** PSC PCE 714

Second Language Evaluation (SLE) Examiners

Description: This bank may contain information related to the registration/certification and monitoring of SLE test administrators, scorers and Oral Interaction assessors: registration forms for the Certification Program; test use agreements; letters of certification; trainers/monitors comments and recommendations; and other administrative data collected in connection with accreditation/registration. **Class of Individuals:** Public servants who have been participants in the Oral Interaction Certification Program or who have been authorized to administer and score the Second Language Evaluation tests. **Purpose:** This bank exists in accordance with sections 5(a), 16 and 20 of the Public Service Employment Act to record all information relating to the registration/certification of SLE examiners. **Consistent Uses:** The bank is used to record information related to the qualifications, training and certification/registration of SLE examiners and prospective SLE examiners. It is also used to provide information to monitor SLE examiners and to take corrective action if warranted. **Retention and Disposal Standards:** All records are retained for ten (10) years after the employee ceases to perform examiner's duties. Records pertaining to persons who have not performed examiner's duties are also retained for ten (10) years. Records are then destroyed. **PAC Number:** 96-040 **Related to PR#:** PSC SPB 030 **TBS Registration:** 001458 **Bank Number:** PSC PCE 715

Second Language Evaluation (SLE) Test Results

Description: This bank may contain SLE test answer booklets and results for persons who have taken the Second Language Evaluation Oral Interaction Test, Reading Test or Writing Test. For candidates tested in Oral Interaction, the test cassettes are retained by the administering PSC test centre. Individuals completing a Personal Information Request Form are required to

provide their personal record identifier. **Class of Individuals:** Public servants and non-public servants who have taken the Second Language Evaluation Oral Interaction Test, Reading Test or Writing Test. **Purpose:** This bank exists in accordance with sections 16(1) and 20 of the Public Service Employment Act to record language assessment results for purpose of appointment. **Consistent Uses:** The bank is used to provide information on Second Language Evaluation assessment for staffing of bilingual positions and information for general personnel management, research and statistical purposes. When the individual becomes a Federal employee, the bank provides the individual's test results to the database at the Personnel Applications Centre (PAC) at Public Works and Government Services Canada. Through PAC, that information is then available on-line to authorized personnel in all government departments and by telephone enquiry. The Treasury Board's official languages system interfaces with PAC to obtain SLE test results which it links with job position requirements. The information in this bank is contained in the Test Scoring and Results Reporting system (TSRR) and interfaces with the Inventory Management System which contains applicant inventories. **Retention and Disposal Standards:** Hard copy files are retained for five (5) years, then destroyed. Oral Interaction Tests on cassettes are retained for two (2) years unless the candidate agrees to their earlier disposal. Candidate test results are kept indefinitely on computerized files. **PAC Number:** 96-040 **Related to PR#:** PSC SPB 030 and TBS PCE 703 **TBS Registration:** 001461 **Bank Number:** PSC PCE 718

Special Measures Program Participants (Ceased in 1998)

Description: This bank may contain information concerning the on-the-job training assignments of participants to the Special Measures Program, including the Access Program, the Visible Minority Employment Program, the National Indigenous Development Program, Northern Careers Program and the Non-Traditional Occupations Program for Women (e.g. trainee identification, training status, letters of agreement, training plans, release of medical/psychiatric authorization forms, position descriptions, training evaluations, letters of offer, reports on staffing transactions as well as post-training employment details, including follow-up dates and results). The hardcopy files or official files are retained by the PSC regional offices. Copies of the files may also be retained in the records of participating departments. **Class of Individuals:** Individuals participating in the Special Measures Program, including the Access Program for Disabled Persons, the Visible Minority Employment Program, the National Indigenous Development Program, the Northern Careers Program and the Non-Traditional Occupations Program for Women. **Purpose:** The bank exists in accordance with Treasury Board authority 789462 to record information on participants in the Special Measures Program. **Consistent Uses:** The bank is used to monitor the progress of participants and to measure the effectiveness of each initiative/program, as well as for statistical and management information reports prepared for the Public

Service Commission, Treasury Board Secretariat, federal government departments and employment equity committees. **Retention and Disposal Standards:** Records are retained for five (5) years after the participant has completed the assignment, after which they are destroyed. Machine readable records are retained for twenty five (25) years and then destroyed. **PAC Number:** 94-001 **Related to PR#:** PSC SPB 030 and PSC SPB 040 **TBS Registration:** 002297 **Bank Number:** PSC PCE 758

Staffing Consultant Certification

Description: This bank may contain individual files which include recommendations from departments for Staffing Certification including information on previous personnel studies and work experience, staffing knowledge examination results, outline of training, related on-the-job staffing activities and assignments, and assessments of such activities and assignments. Part of the above information is also recorded on a computerized inventory. **Class of Individuals:** Staffing consultants of the public service. **Purpose:** This bank exists to record and provide information on the certification of staffing consultants as it relates to the exercise of staffing authority delegated pursuant to section 6(1) of the Public Service Employment Act. **Consistent Uses:** This bank is used to provide information in support of the certification of staffing consultants. It is also used to prepare various reports and statistical analyses and for more general administrative purposes such as the planning of training and development programs in staffing and for the preparation of reports related to those programs. **Retention and Disposal Standards:** Records are retained for two (2) years after the date of certification. The computerized record is maintained indefinitely as a record of who is certified. **PAC Number:** 94-034 **Related to PR#:** PSC SPB 050 **TBS Registration:** 001464 **Bank Number:** PSC PCE 721

Statutory and Regulatory Priorities

Description: This bank may contain basic personal data: statutory or regulatory data together with results of referrals made to departments. The priority types include: leave of absence, minister's staffs, layoff, surplus, reinstatement, relocation of spouse, employees who become disabled, and military who become disabled. Information exists in hardcopy and computerized form. **Class of Individuals:** Public servants and other persons who have a statutory or regulatory priority for appointment. **Purpose:** This bank exists in accordance with sections 29, 30 and 33 of the Public Service Employment Act and sections 34 to 43 of the Public Service Employment Regulations to provide information relating to individuals with statutory or regulatory priority for appointment. It exists in accordance with various Public Service Commission policies to provide information relating to individuals with a priority for appointment. **Consistent Uses:** This bank is used to identify those individuals with a statutory or regulatory priority for appointment purposes and to engage in job searching activities on their behalf. Ad hoc reports are regularly provided to Treasury Board, departments, unions and PSC management for monitoring and statistical purposes.

Retention and Disposal Standards: Hard copy records are retained for five (5) years from the date the individual's priority status is terminated, after which the records are destroyed. Some information in the computer files is kept indefinitely. **PAC Number:** 96-040 **Related to PR#:** PSC SPB 033 **TBS Registration:** 001452 **Bank Number:** PSC PCE 709

Particular Banks

Accounts Payable and Receivable

Description: This bank may contain information on witness expenses, merit awards, long distance telephone call payments, suggestion awards, reimbursements, salary adjustments and pay. **Class of Individuals:** Departmental employees who have been involved in financial transactions of any kind with the Public Service Commission. **Purpose:** The information is required to pay employees, collect monies due and keep a record of financial transactions related to accounts payable and receivable. **Consistent Uses:** The information is used also for statistical reporting and analysis purposes. **Retention and Disposal Standards:** Records are retained for six (6) years and then destroyed. **PAC Number:** 86-001 **Related to PR#:** PSC CMB 914 **TBS Registration:** 002413 **Bank Number:** PSC PPE 815

Flexibility EX and Special Assignment

Pay Plan Positions

Description: This bank may contain agreements between the employee and/or the organizations involved, administrative correspondence, a Report on Staffing Transaction, approval forms, and a curriculum vitae as required. **Class of Individuals:** Public servants employed by the Public Service Commission in overfill situations at the EX level, and employees of other groups who are employed under the Special Assignment Pay Plan (SAPP). **Purpose:** This bank exists to record and control the EX overfill and SAPP situations in the Public Service Commission. **Consistent Uses:** This bank is used to administer and maintain data on the EX overfill and SAPP situations in the Public Service Commission. It is also

used to report general data to PSC management and Treasury Board as required. **Retention and Disposal Standards:** Records are retained for a period of two (2) years, and then destroyed. **PAC Number:** 86-001 **Related to PR#:** PSC 925 **TBS Registration:** 001486 **Bank Number:** PSC PPE 801

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Electronic Network Monitoring Logs

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Security Clearances

Staffing

Training and Development

Travel and Relocation

Public Service Staff Relations Board

Chapter 113

Central Banks

Applications for Extension of Time

Description: This bank contains applications for extension of time, replies to applications, notice of hearings and decisions rendered by the Board. **Class of Individuals:** Individuals employed in the federal public service or Parliament who have filed an application for an extension of time to present a grievance or to submit a reply to a proceeding. **Purpose:** The purpose of this bank is to record, for determination by the Board, applications made by persons for an extension of time to present a

grievance to an employer, refer a grievance to the Board of adjudication, or to submit a reply to a proceeding. **Consistent Uses:** To support decisions made by the Board concerning applications for extension of time. **Retention and Disposal Standards:** Case files are retained for 10 years after case is closed. Copies of Board decisions are microfilmed three years after decisions are rendered. They are retained for 30 years and then transferred to the National Archives of Canada for archival purposes. **PAC Number:** 85-013 **Related to PR#:** SRB OSR 110 **TBS Registration:** 000776 **Bank Number:** SRB PCE 705

Complaints – Canada Labour Code – Part II

Description: This bank contains complaints from employees against employers for allegedly taking action against them because they acted in accordance with the provisions of sections 128 or 129 of Part II of the Canada Labour Code. **Class of Individuals:** Individuals employed in the federal public service. **Purpose:** The purpose of this bank is to record the determination of the Board on the complaints of employees. **Consistent Uses:** To support decisions made by the Board as to whether or not the employer has taken action against an employee for acting in accordance with sections 128 or 129 of Part II of the Canada Labour Code. **Retention and Disposal Standards:** Case files are retained for 10 years after a case is closed. Copies of Board decisions are microfilmed three years after decisions are rendered. They are retained on microfilm for 30 years, and then transferred to the National Archives of Canada for archival purposes. **Related to PR#:** SRB OSR 150 **TBS Registration:** 001881 **Bank Number:** SRB PCE 709

Complaints of Unfair Labour Practices

Description: This bank contains complaint forms, replies to complaints, notice of hearings and decisions rendered by the Board. **Class of Individuals:** Individuals employed in the federal public service or Parliament who have lodged a complaint against an employer or employee organization for failure to comply with specific regulations, procedures or decisions of the Board. **Purpose:** The purpose of this bank is to record, for determination by the Board, complaints that an employer or an employee organization has failed to give effect to any provision of an arbitral award, to a decision of an adjudicator, or has contravened certain provisions of the Public Service Staff Relations Act or its regulations, or the Parliamentary Employment and Staff Relations Act or its regulations, and effective June 1, 1993 as a result of amendments to the Public Service Staff Relations Act, a breach of the duty of fair representation. **Consistent Uses:** To support decisions made by the Board concerning complaints of unfair practices. **Retention and Disposal Standards:** Case files are retained for ten years after case is closed. Copies of Board decisions are microfilmed three years after decisions are rendered. They are retained for 30 years and then transferred to the National Archives of Canada for archival purposes. **PAC Number:** 85-013 **Related to PR#:** SRB OSR 060 **TBS Registration:** 000774 **Bank Number:** SRB PCE 703

Consent to Prosecute

Description: This bank contains applications for consent to prosecute, statutory declarations or sworn statements, replies to applications, notice of hearings and decisions rendered by the Board. **Class of Individuals:** Individuals employed in the federal public service or Parliament who, at the request of the employer, have been or are being considered for prosecution for alleged failure to observe specific sections of the Public Service Staff Relations Act. **Purpose:** The purpose of this bank is to record, for determination by the Board, applications made for consent of the Board to prosecute persons in the courts for alleged failure to observe any prohibition contained in

certain sections of the Public Service Staff Relations Act or the Parliamentary Employment and Staff Relations Act. **Consistent Uses:** To support decisions made by the Board regarding applications for consent to prosecute. **Retention and Disposal Standards:** Case files are retained for 10 years after case is closed. Copies of Board decisions are microfilmed three years after decisions are rendered. They are retained for 30 years and then transferred to the National Archives of Canada for archival purposes. **PAC Number:** 85-013 **Related to PR#:** SRB OSR 105 **TBS Registration:** 000778 **Bank Number:** SRB PCE 707

Decisions of Safety Officers

Description: This bank contains referrals to the Board of decisions of safety officers concerning the refusal of an employee to work because of an alleged danger. **Class of Individuals:** Individuals employed in the federal public service who requested that a decision made by a safety officer be referred to the Board. **Purpose:** The purpose of this bank is to record the determination of the Board with respect to its inquiry into the circumstances of the decision of the safety officer, including the reasons for such a decision. **Consistent Uses:** To support decisions made by the Board, following its inquiry into safety officers' decisions as to whether or not an alleged danger existed. **Retention and Disposal Standards:** Case files are retained for 10 years after a case is closed. Copies of Board decisions are microfilmed three years after decisions are rendered. They are retained on microfilm for 30 years, and then transferred to the National Archives of Canada for archival purposes. **Related to PR#:** SRB OSR 145 **TBS Registration:** 001880 **Bank Number:** SRB PCE 710

Determination of Designated Positions

Description: This bank contains lists of positions considered as «designated» positions, notice of hearings, decisions rendered by the Board and lists of «designated» employees. **Class of Individuals:** Individuals employed in the federal public service who are deemed «designated» employees, that is, having duties considered to be necessary in the interest of the safety and security of the public. **Purpose:** The purpose of this bank is to record, for determination by the Board, objections by bargaining agents of proposals of the employer to consider certain employees or classes of employees in a bargaining unit as «designated» employees. Effective June 1, 1993 as a result of amendments to the Public Service Staff Relations Act, positions rather than employees are to be designated as necessary in the interest of the safety and security of the public. **Consistent Uses:** To support decisions made by the Board regarding the determination of federal public service employees as being «designated» employees. **Retention and Disposal Standards:** Case files are retained for 10 years after case is closed. Copies of Board decisions are microfilmed three years after decisions are rendered. They are retained for 30 years and then transferred to the National Archives of Canada for archival purposes. **PAC Number:** 85-013 **Related to PR#:** SRB OSR 080 **TBS Registration:** 000779 **Bank Number:** SRB PCE 708

Objections to Managerial and Confidential Exclusions

Description: This bank contains submissions from employers to exclude employees from bargaining units, replies to submissions and decisions rendered by the Board. **Class of Individuals:** Individuals employed in a managerial and/or confidential capacity with the federal public service or with Parliament. **Purpose:** The purpose of this bank is to record, for determination by the Board, objections by bargaining agents to proposals of the employer to exclude employees from bargaining units on the grounds that they are employed in a managerial and/or confidential capacity. Effective June 1, 1993 as a result of amendments to the Public Service Staff Relations Act, positions rather than employees are to be proposed for exclusions on the grounds of managerial or confidential capacity. **Consistent Uses:** To support decisions made by the Board concerning the exclusion of persons from bargaining units. **Retention and Disposal Standards:** Files are retained for ten years after case is closed. Copies of Board decisions are microfilmed three years after decisions are rendered. They are retained for 30 years and then transferred to the National Archives of Canada for archival purposes. Approved exclusions are retained for two years from date of approval and then destroyed. **PAC Number:** 85-013 **Related to PR#:** SRB OSR 075 **TBS Registration:** 000773 **Bank Number:** SRB PCE 702

References of Grievances to Adjudication

Description: This bank contains Reference to Adjudication forms, copies of grievances, replies by employers at all levels of the grievance process, notice of hearings and/or decisions rendered by the Board. **Class of Individuals:** Individuals employed in the federal public service and parliamentary employees who have referred grievances to the Board. **Purpose:** The purpose of this bank is to record, for determination by a Board member adjudicator, grievances concerning alleged violations of provisions of collective agreements and those concerning major disciplinary actions and, effective June 1, 1993 as a result of amendments to the Public Service Staff Relations Act, termination of employment on grounds other than discipline. **Consistent Uses:** To support decisions made by the Board concerning adjudicable grievances. **Retention and Disposal Standards:** Case files are retained for 10 years after case is closed. Copies of Board decisions are microfilmed three years after decisions are rendered. They are retained for 30 years and then transferred to the National Archives of Canada for archival purposes. **PAC Number:** 85-013 **Related to PR#:** SRB OSR 065 **TBS Registration:** 000772 **Bank Number:** SRB PCE 701

Requests for Review of Decisions

Description: This bank contains requests to review Board decisions, replies to requests, notice of hearings and decisions rendered by the Board relating to the processing of requests. **Class of Individuals:** Individuals employed in the federal public service or Parliament who have filed with the Board a request to review, amend, alter or vary any decision made by the Board. **Purpose:** The purpose of this bank is to record, for determination by the Board, applications made pursuant to section 27

of the Public Service Staff Relations Act or section 17 of the Parliamentary Employment and Staff Relations Act for the Board to review, rescind, amend, alter or vary any decision or order made by it. **Consistent Uses:** To support decisions made by the Board concerning requests to review decisions. **Retention and Disposal Standards:** Case files are retained for 10 years after case is closed. Copies of Board decisions are microfilmed three years after decisions are rendered. They are retained for 30 years and then transferred to the National Archives of Canada for archival purposes. **PAC Number:** 85-013 **Related to PR#:** SRB OSR 050 **TBS Registration:** 000777 **Bank Number:** SRB PCE 706

Revocation of Certification of Bargaining Agents

Description: This bank contains applications for revocation of certification, replies to applications, notice of hearings and decisions rendered by the Board. **Class of Individuals:** Individuals employed in the federal public service or Parliament, who are considered part of a bargaining unit and who have forwarded applications to the Board for the revocation of certification of bargaining agents. **Purpose:** The purpose of this bank is to record, for determination by the Board, applications made by persons under section 42 of the Public Service Staff Relations Act or section 29 of the Parliamentary Employment and Staff Relations Act for a declaration that the bargaining agent no longer represents a majority of employees in a particular bargaining unit. **Consistent Uses:** To support decisions of the Board concerning applications for revocation of certification of bargaining agents. **Retention and Disposal Standards:** Case files are retained for 10 years after case is closed. Copies of Board decisions are microfilmed three years after decisions are rendered. They are retained for 30 years and then transferred to the National Archives of Canada for archival purposes. **PAC Number:** 85-013 **Related to PR#:** SRB OSR 025 **TBS Registration:** 000775 **Bank Number:** SRB PCE 704

Particular Banks

Appointment of Arbitrators and Adjudicators

Description: This bank contains information relating to the appointment of individuals as arbitrators and adjudicators to the Board. **Class of Individuals:** Past and present arbitrators appointed by the Board and adjudicators appointed by Order-in-Council. **Purpose:** The purpose of this bank is to retain information on the appointment of individuals as arbitrators or adjudicators. **Consistent Uses:** This bank is used to record and provide information on appointees. **Retention and Disposal Standards:** Records are retained for 25 years. **Related to PR#:** SRB OSR 155 **TBS Registration:** 002186 **Bank Number:** SRB PPE 802

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code**Discipline****Employee Personnel Record****Employment Equity Program****Grievances****Identification and Building-Pass Cards****Occupational Safety and Health****Official Languages****Parking****Pay and Benefits****Performance Reviews and Employee Appraisals****Recognition Policy****Reliability Checks****Security Clearances****Staffing****Training and Development****Travel and Relocation**

Public Works and Government Services Canada

Chapter 114

Central Banks

Crown Housing Records

Description: This bank contains information relating to federal employees occupying or waiting to occupy Crown-owned or administered housing. **Class of Individuals:** Federal employees. **Purpose:** Information in this bank is used for the administration of federal living accommodation. **Retention and Disposal Standards:** This information is maintained for five years in the case of housing requirements and three years after termination in the case of specific occupancy records. **PAC Number:** 79-008 **Related to PR#:** PWC PWC 040 **TBS Registration:** 000713 **Bank Number:** PWGSC PCE 701

Insurance Application Cards

Description: This bank contains the locations, pay list numbers, dates of birth, coverage desired, superannuation numbers and names of dependents insured, for all federal government employees and pensioners who are members of the various plans. Cards are maintained only for optional participants of Disability Insurance. **Class of Individuals:** All employees of the federal government and pensioners who are members of the various plans. **Purpose:** To provide coverage, verify eligibility and support claims under the Public Service Health Care Plan, the Public Service Management Insurance Plan, the Disability Insurance Plan and the Post-Retirement Life Insurance Plan. DND data held in DND PPE 859 Pension file. RCMP data held in CMP PPE 802 RCMP member service records. **Retention and Disposal Standards:** Records are destroyed one year after death of employee. **PAC Number:** 86-001 **TBS Registration:** 001375 **Bank Number:** PWGSC PCE 703

Public Service Pay Systems

Description: This bank contains information on pay, pension plan, allowances and deductions necessary for the disbursement of pay for federal government employees and pensioners. This bank also includes the personnel record identification number as well as contract

numbers for effecting various deductions. The bank may also include garnishee orders or orders of attachment and orders for diversion of funds. **Class of Individuals:** Federal public servants. **Purpose:** The purpose of this bank is to make payment of salaries and allowances and to effect retention of deductions. The social insurance number is mandatory for identification purposes as required by the Income Tax Act and Regulations, by parts of the Canada Pension Plan, and the Employment Insurance Act. **Consistent Uses:** Information enables the audit, reconciliation and validation of accounts. It is also used for reports, and in the verification of pay cheques and related statements, in the recovery of debts due the Crown and in the preparation of statistical reports and information sheets for related systems. **Retention and Disposal Standards:** Records for employees are destroyed when the employee has reached 70 years of age or one year after the employee's death. **Related to PR#:** SSC ROD 090 **TBS Registration:** 002596 **Bank Number:** PWGSC PCE 705

Public Service Pensions Data Bank

Description: This bank is composed of automated and manual files containing instruments of appointment, the vital statistics, documents, elections, notices, calculations, correspondence, service records, geographic locations, pension benefits, Supplementary Death Benefit (SDB) coverage and beneficiary documentation, insurance information, and data on the service deductions and recent payments issued for pensioners under the Public Service Superannuation Act and the Supplementary Retirement Benefits Act, for annuitants under old pension acts and for their survivors. **Class of Individuals:** Federal public servants and former federal public servants and their survivors under the Public Service Superannuation Act and annuitants under old pension acts. **Purpose:** To assess eligibility to contribute, to calculate cost of prior service, to store employment records, to calculate retirement and survivor pensions, to respond to enquiries, to issue pension payments, to inform recipients of changed pension entitlements or deductions, to collect financial information

as evidence of financial hardship in order to adjust repayment scheme, to deduct and remit deductions and premiums to Revenue Canada, Revenue Quebec, underwriters, etc., to support mailing activities for insurances, Canada Savings Bonds, United Way, policy changes (equalization payments), medicare rebates, annual notice of pension increases and tax changes, etc., FSNA (pensioner associations), to determine dental plan eligibility, to determine SDB beneficiary and for statistical purposes. **Consistent Uses:** The information contained in this bank may be used for statistical research purposes, for employee benefit statements, for verifications of pension coverage with DND PPE 859 Pension file, RCMP PPE 802 RCMP Member Service Records and NHW PPU 155 Canada Pension Plan Computer Master Data bank, and Quebec Pension Plan, and for planning, implementing and evaluating government personnel policies relating to pensions and superannuation.

Retention and Disposal Standards: Records are destroyed two years after all actions are completed. Processing tapes are reused within one year.

PAC Number: 86-001 **TBS Registration:** 001374
Bank Number: PWGSC PCE 702

Particular Banks

Appointments – Crown Corporations

Description: This bank contains the names, rank, appointment and expiry dates of Crown Corporations' Board of Directors within the Minister's portfolio. **Class of Individuals:** Members of the Board of Directors of Crown Corporations. **Purpose:** Information is used by the Minister and the Deputy Minister to appoint Board Members. **Consistent Uses:** This information is mostly used by the Minister and the Deputy Minister to appoint Board Members. **Retention and Disposal Standards:** Information will be retained up to two years after the departure of the Board Member. **Related to PR#:** PWGSC CIG 005 **TBS Registration:** 004014 **Bank Number:** PWGSC PPE 825

Competency Profile Assessment

Description: This bank describes an assessment in terms of knowledge, skills and abilities (business competencies) which are valued by the Department's sectors, lists them beside the appropriate training and development courses and then associates them with each employee's needs in their present position as well as for career development. This information is then captured in a learning plan for each employee. **Class of Individuals:** Employees working for the Departments. **Purpose:** The purpose of this bank is to maintain and identify information training needs of each employee and the supervisor regarding the training and development activities, in terms of training priorities, allocation of training time and costs. **Retention and Disposal Standards:** Records are retained for two years from the last administrative activity. **TBS Registration:** 004243 **Bank Number:** PWGSC PPE 835

Employee Takeover Initiative

Description: This bank contains confidential personal information on employees who have submitted an

Expression of Interest to the Deputy Minister of Public Works and Government Services Canada. The bank contains names, addresses, place of work and responses prepared to these individuals. It also contains responses to inquiries on the Employee Takeovers. **Class of Individuals:** Public Works and Governments Services Canada Employees. **Purpose:** This bank exists to provide for the maintenance of an inventory of employees who have applied for Employee Takeovers within Public Works and Government Services Canada. **Consistent Uses:** This information is mostly used by the Deputy Minister and employees of the Corporate Implementation Group of PWGSC. **Retention and Disposal Standards:** This information will be retained for the duration of the Government policy on Employee Takeovers, a minimum of two years. **Related to PR#:** PWGSC CIG 005 **TBS Registration:** 004013 **Bank Number:** PWGSC PPE 820

Parking

Description: Information held in this Bank includes employee name, address, telephone number, payroll number, Personal Record Identifier (PRI) number, car, make and model and license plate number. **Class of Individuals:** Federal employees **Purpose:** The information is gathered from employees wishing to apply for PWGSC parking. **Consistent Uses:** Information is required to commence, end or amend parking payroll deductions. **Retention and Disposal Standards:** Retained for three years following the employee cancelling or relinquishing parking privileges. **Contact:** Manager, Operations Support, Real Property Services Branch. **TBS Registration:** 003745 **Bank Number:** PWGSC PPE 810

Special Audit Investigation Records

Description: Information in this bank is a record of special audits commissioned by the Deputy Minister relating to activities of employees who have been questioned. It also contains the names of employees being investigated and the results of the investigation. **Class of Individuals:** Employees being investigated. **Purpose:** This bank is used to inform the Deputy Minister and the RCMP of suspected criminal activity. **Consistent Uses:** Information in this bank may be shared with the RCMP. **Retention and Disposal Standards:** Information is maintained for six years. **TBS Registration:** 000714 **Bank Number:** PWGSC PPE 815

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Workplace Day Care

Quebec Port Authority

Chapter 115

The Quebec Port Authority was established pursuant to the Canada Marine Act which received Royal Assent on the 11th day of June 1998. As a consequential

amendment, the port authority was added to Schedule I of the Access to Information Act and the Schedule of the Privacy Act.

Royal Canadian Mint

Chapter 116

Particular Banks

Attendance and Leave

Description: This bank contains absence reports and leave applications, all of which include correspondence about the individual's attendance and leave. The annual record of attendance and leave is attached to the Employee Personnel Record. Some attendance and leave information exists in automated form in institutional personnel databases, especially in time/attendance, leave control and absenteeism systems. **Class of Individuals:** Employees of the RCM. **Purpose:** The purpose of this bank is to support administration of employee attendance and leave within the RCM. **Consistent Uses:** To record attendance and authorize leave. The information is also used to support decisions on pay and benefits, such as those concerning leave and termination of employment, and to evaluate use of leave and rates of absenteeism. **Retention and Disposal Standards:** Records are destroyed two years after the expiry of the fiscal year. **TBS Registration:** 002266 **Bank Number:** RCM PPE 805

Conflict of Interest

Description: This bank contains voluntary disclosures by employees concerning real, potential and apparent conflict of interest situations; and investigation reports and correspondence about apparent, potential and actual employee conflicts between the private interests or holdings of employees and their official duties. In addition, the bank contains information relating to post-employment situations which are not in the public or the Mint's interest. **Class of Individuals:** This information relates to Mint employees. **Purpose:** The purpose of this bank is to maintain information about apparent, potential and actual conflict of interest situations for employees of

the Mint. **Consistent Uses:** To record apparent and potential conflicts of interest and post-employment concerns and to resolve any conflicts. **Retention and Disposal Standards:** Two years after the apparent or potential conflict of interest no longer exists or the actual conflict of interest has been resolved, the records are destroyed. **TBS Registration:** 003360 **Bank Number:** RCM PPE 802

Discipline

Description: This bank contains notices of disciplinary action and correspondence about employee misconduct; testimony by witnesses; legal opinions; investigations of possible misconduct and analysis reports of these investigations. It is important to note that notices of disciplinary action may be attached to the Employee Personnel Record. **Class of Individuals:** Employees of the RCM. **Purpose:** The purpose of this bank is to maintain information used in disciplinary actions in the RCM and to determine the need for and nature of disciplinary actions. **Consistent Uses:** This information is used to support decisions on pay and benefits; attendance and leave; transfer, demotion and termination of employment. **Retention and Disposal Standards:** The retention period for notices of disciplinary action, including notices attached to the Employee Personnel Record, is that specified in applicable collective agreements or, where no such agreement exists, two years following the date of disciplinary action, provided no further disciplinary action has been recorded. In cases where a disciplinary action has been rescinded, onus is on the institution to ensure that the documentation concerning the action is immediately destroyed. **TBS Registration:** 002269 **Bank Number:** RCM PPE 808

Employment Equity Program

Description: The bank contains personal information on employees such as education, work history and career aspirations, training and development, which is collected by means of questionnaires and/or interviews or compiled from employees' files or automated data systems. Respondents are asked to identify whether they are male or female; whether they are an aboriginal person, if they have a continuing or permanent physical disability, or form part of a visible minority. **Class of Individuals:** The information relates to employees of the RCM. **Purpose:** This bank provides documentation for the implementation of the employment equity policy at the Mint. Data is collected to provide a comprehensive picture of employees by sex and by target group status (e.g. women, aboriginal peoples and physically or mentally disabled persons), and, in some instances, by visible minority. **Consistent Uses:** This information is used to compile a personnel profile of employees and to compare the situation of target group members with non-target group members within the Mint and with their counterparts in the general labour market. The information gathered will be used for institutional purposes in the government's employment equity program to identify and eliminate systemic discrimination in employment and to introduce temporary special measures to ensure that target groups participate in and are equitably represented in the Mint. It may also be used for policy and planning purposes related to employment equity. **Retention and Disposal Standards:** The disposal criteria for this bank are to be established. **TBS Registration:** 003362 **Bank Number:** RCM PPE 803

Grievances

Description: This bank contains presentations by employees and bargaining unit representatives; receipt notices and replies by management; testimony by witnesses; legal opinions; investigation and analysis reports; job descriptions in regard to classification grievances, and correspondence about grievances. **Class of Individuals:** Employees of the RCM. **Purpose:** The purpose of this bank is to record information used through all levels of the grievance procedure. **Consistent Uses:** Information contained in this bank is used exclusively to accommodate and, where possible, resolve grievances through all levels of the grievance procedure. **Retention and Disposal Standards:** Three years following date of resolution the records are destroyed. **TBS Registration:** 002268 **Bank Number:** RCM PPE 807

Labour Time Reporting –

Computerized Employee Master File

Description: Information in this bank includes employee number, name, SIN, position, date of birth, start date, termination date, location, language, as well as accumulated worked days, vacation days and sick leave. **Class of Individuals:** Employees of the RCM. **Purpose:** The purpose of this bank is to update and report labour costs applicable to product costing and related personnel information. **Consistent Uses:** This information is used to provide gross pay data incurred by productive cost centres; gross labour expense transactions; to generate pay input data for the Royal Bank payroll system and to

maintain permanent employee data. **Retention and Disposal Standards:** The information is retained for two years. Termination of this bank is indefinite. **TBS Registration:** 003362 **Bank Number:** RCM PPE 801

Official Languages

Description: This bank contains course enrolment and attendance information; language training applications containing basic personal data, such as first official language, date of birth, and social insurance number for purposes of identification; language knowledge examination scores; training certificates and correspondence about the official languages qualifications of employees. Language examination, exemption and training records are attached to the Employee Personnel Record. **Class of Individuals:** Employees of the RCM. **Purpose:** The purpose of this bank is to provide documentation for administration of official languages policies as they pertain to employees of the federal public service and Crown corporations, to document and support decisions pertaining to official languages qualifications and language testing and to document the training needs and accomplishments of employees. **Consistent Uses:** The information is used to support and document decisions concerning individual employees on staffing, transfers and promotions; and to aid in determining the linguistic status of employees and auditing of the administration of official languages programs. **Retention and Disposal Standards:** Two years after last documentation the records are destroyed. **TBS Registration:** 002267 **Bank Number:** RCM PPE 806

Performance Reviews and Employee Appraisals

Description: This bank contains appraisals, reports and correspondence concerning an employee's work performance in terms of skill, abilities, accomplishments and interests. **Class of Individuals:** Employees of the RCM. **Purpose:** The purpose of this bank is to maintain information regarding the level of performance of individual employees within the RCM, and to determine the level of performance of individual employees, including the identification of training and development needs, approval of performance pay and annual increments, retention of employees, and terminations. **Consistent Uses:** This information is used to support decisions regarding promotions, transfers, demotion, discipline and termination of employment. **Retention and Disposal Standards:** Records are destroyed after three years. **TBS Registration:** 002270 **Bank Number:** RCM PPE 809

Staffing

Description: The bank contains staffing requests; position descriptions; salary ranges; selection profiles; competition posters; transfer requests; layoff lists; human resources inventory print-outs; candidates' applications; lists of candidates; staffing grievances documents; rating board assessments; including evaluation notes from staffing boards; examinations papers and test results; eligibility lists; offers of employment; notices to candidates; and correspondence concerning staffing. Records in the bank contain a variety of personal information which may include age, sex, education levels and social insurance number. (N.B. Notations of staffing

decisions may also appear in the Employee Personnel Record.) **Class of Individuals:** Employees of the RCM and job applicants who are members of the general public. **Purpose:** This bank provides a record of the information used in staffing positions in the Royal Canadian Mint. **Consistent Uses:** To select candidates, staff positions and set up inventories of applicants for future reference. The information is also used in the course of grievance procedures relating to appointments and promotions. When requesting access, competition number, where applicable, should be quoted. **Retention and Disposal Standards:** The records are retained for two years after a staffing action is concluded, or two years after any other administration action, at which time the records are destroyed. **TBS Registration:** 002265 **Bank Number:** RCM PPE 804

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Employee Assistance

Employee Personnel Record

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Parking

Pay and Benefits

Security Clearances

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Royal Canadian Mounted Police

Chapter 117

Particular Banks

Auxiliary Police

Description: This bank contains personal information on individuals who have served in the RCMP as auxiliary police. Information relates to engagement, service, and severance of auxiliary police constables attached to or serving with the RCMP. Activity reports and appraisals as well as security clearance information may also be included. In addition to the requirements indicated on the Personal Information Request Form, individuals must provide their full name, date of birth, type of work and location where they have served, to retrieve information. Serving members must indicate the location of the material they wish to access. Individuals wishing to access only certain information should identify the material desired to expedite the processing of their requests. **Class of Individuals:** Individuals who have applied for and served as auxiliary police. **Purpose:** Compiled in the employment process of applicants for auxiliary police. **Consistent Uses:** This bank is used to make decisions concerning continued service with the RCMP. This information may also be used for research, planning, evaluation and statistical purposes and may be matched with the following personal information banks: CMP PPU 065 (Security/Reliability Screening Records); CMP PPE 807 (RCMP General Administrative Records) and the Kit and Clothing System. All linkages for the purpose of administering human resources and compensation plans are in compliance with the provisions of the Privacy Act. **Retention and Disposal Standards:** Records within this bank are retained for a minimum of two calendar years following termination of employment.

Where the record has been designated as having archival or historical value, the record shall be transferred to the control of the National Archives of Canada; and where the record has not been so designated, it shall be destroyed.

PAC Number: 69-164 **Related to PR#:** CMP CMP 918 **TBS Registration:** 001021 **Bank Number:** CMP PPE 809

Employment Equity Program

Description: This bank contains personal information on regular and civilian members, special constable members, and applicants to the RCMP for the purpose of determining the level of participation of visible minority groups in accordance with subsection 16(1) of the Canadian Human Rights Act (special program). Information includes whether a member or applicant is aboriginal, caucasian or non-caucasian; ethnicity, disability, if any. Information described in the employment equity program will be held at RCMP headquarters in Ottawa and is restricted to those dealing with employment equity programs. In addition to the requirements indicated on the Personal Information Request Form, members are asked to provide their full name and regimental number. RCMP applicants must provide their full name only. **Class of Individuals:** Regular, civilian and special constable members, and applicants to the RCMP. **Purpose:** Data is collected to provide a comprehensive picture of members by target group status (e.g., aboriginal people, handicapped persons) and members of visible minority groups. This information is used to compile a personnel profile of members and applicants in order to identify the participation rates of target group members as compared

with non-target group members, and to set objectives for visible minority participation within the RCMP, under the authority of the employment equity Act. **Consistent Uses:** The information gathered will be used for institutional purposes in the government's employment equity program to identify and eliminate systemic discrimination in employment and to introduce measures to ensure that target groups participate, and are equitably represented, in the RCMP. It may be used for policy and planning purposes related to employment equity. This information may also be matched with the following information banks: CMP PPU 070 – (Applicants' Records); CMP PPU 090 – (Honours and Awards); CMP PPE 801 – (RCMP Member Personnel Records); CMP PPE 802 – (RCMP Member Service Records); CMP PPE 803 – (RCMP Member Transfer/Promotion Board Proceedings/Staffing Action Files/Officer, Candidates Assessment Board Proceedings); CMP PPE 804 – (RCMP Member Grievance Records); CMP PPE 805 – (RCMP Member Discipline and Quashed Discipline Records); CMP PPE 806 – (RCMP Member's Pay Records); CMP PPE 815 – (RCMP Member Conflict of Interest and Post Employment Code). All linkages for the purpose of administering human resources and compensation plans are in compliance with the provisions of the Privacy Act. **Retention and Disposal Standards:** Information in this bank may be maintained in hard copy files as well as automated format such as PARADE (Personnel Administration Research And Development). Records are retained for a minimum of three calendar years after the date of last correspondence. **PAC Number:** 86-001 **TBS Registration:** 002103 **Bank Number:** CMP PPE 818

Medical Records of RCMP Members and Other Persons Applying to Serve in Foreign Policing Responsibilities

Description: This bank contains personal information on individuals who are currently or who have served in the RCMP as regular members, special constable members, or civilian members and other persons involved in foreign policing responsibilities. Information in this bank provides an overview of the member's medical history while employed by the RCMP or after being discharged where the member continues to receive medical treatment at public expense and also contains records of persons utilized in foreign policing responsibilities. Medical records contain correspondence, reports and forms dealing with hospitalization, surgery, medical and dental services, psychiatric and/or psychological testing, physical fitness testing and results, services under the Member Assistance Program and treatment provided to members; their medical categories, and reports dealing with injuries and medical conditions incurred during service. It may also contain information on the medical condition of members' immediate families or immediate relatives. The social insurance number may also be included on medical records/documents received from the Department of National Defence Canadian Forces Medical Services on members who have received medical treatment/services from that department. In addition to the requirements indicated on the Personal

Information Request Form, individuals must provide their full name and regimental, public service or badge number. Serving members must indicate the location of the material they wish to access. Individuals wishing to access only specific information should identify the material desired to expedite the processing of their requests. Medical information may also be included in the Personal Information Index under the Department of Veteran Affairs. **Class of Individuals:** Serving and former regular members, special constable members and civilian members of the RCMP and their immediate families or immediate relatives and persons who applied and/or served in foreign policing responsibilities. **Purpose:** To assess suitability to perform duties as a member of the RCMP and make recommendations for posting, promotion and continued service of regular members, special Constable Members and civilian members where their mental or physical condition is a determining factor: entitlement to sick leave; and eligibility for insurance coverage. They provide a composite record of physical/mental conditions, injuries and treatment that might not otherwise be available to medical and dental practitioners because of the mobility of RCMP members; to support applications for disability benefits in respect of injury or death during service under the RCMP Superannuation Act, section 27, or under the RCMP Pension Continuation Act, section 5; may be also used for research, planning, evaluation and statistical analysis. Information on families or relatives is used to determine suitability for posting in certain geographic areas when they accompany the member and/or compassionate postings based on medical grounds. Medical information will be used to determine suitability to serve in foreign policing responsibilities. While the social insurance number is not required by and/or used by the RCMP, the Canadian Forces Medical Services require it for patient identification and accounting purposes. **Consistent Uses:** Medical files are used by the OIC National Health Services Policy Centre (NHSPC) or the Regional or Divisional Health Services Personnel (R-DHSP) to assess members' suitability to perform various duties, including service in foreign policing responsibilities; make recommendations for posting, promotion and continued service of members where their physical or mental condition is a determining factor; determine entitlement to treatment and sick leave benefits; eligibility for insurance coverage: determine eligibility for a disability pension awarded by Canadian Pension Commission (Reference: RCMP Superannuation Act, section 27, RCMP Pension Continuation Act, section 5) and to determine suitability for posting when medical condition is a consideration. Information may be disclosed to a commanding officer or appropriate officer where, in the opinion of the R-DHSP or the NHSPC exceptional circumstances exist or where the safety of the public or co-workers may be jeopardized, to medical practitioners for continuity of treatment, to physicians and psychologists appointed as a Medical Board and to the administrator of the dental program. This information may also be used for research, planning, evaluation and statistical analysis and may be used for linking with the following system: RCMP PARADE, FARS and HSIS: All linkages for the purpose of

administering human resources and compensation plans are in compliance with the provisions of the Privacy Act. **Retention and Disposal Standards:** Records are retained at least until file subject reaches 100 years of age. Where the record has been designated as having archival or historical value, the record shall be transferred to the control of the National Archives of Canada; and where the record has not been so designated, it shall be destroyed. **PAC Number:** 69-164 **Related to PR#:** CMP CMP 922 **TBS Registration:** 001020 **Bank Number:** CMP PPE 808

Personnel Files on Municipal Employees Serving the RCMP

Description: The bank contains personal information on municipal employees who are working or who have worked for the RCMP under contractual agreement with the municipality concerned. Information in this bank provides a chronological overview of the individual's service in the RCMP, i.e.: personal history forms for employment, security screening data, starting salary, pay certificates, requests for raises or increments, sick and leave records, assessments and memoranda outlining the reasons for termination of employment. The social insurance number is collected pursuant to the Financial Administration Act. In addition to the requirements indicated on the Personal Information Request Form, individuals must provide their full name, date of birth, type of work and location where they have served to retrieve information of interest. Serving members must indicate the location of the material they wish to access. Individuals wishing to access only certain information should identify the material desired to expedite the processing of their requests. **Class of Individuals:** Individuals who have applied for and served the RCMP as municipal employees. **Purpose:** Compiled in the employment process of applicants. The social insurance number is collected for the purpose of maintaining financial employment records. **Consistent Uses:** This bank is used to make decisions on hiring and continued service. This information may be matched with the following information banks: CMP PPU 065 (Security/Reliability Screening Records); CMP PPE 807 (RCMP General Administrative Records). All linkages for the purpose of administering human resources and compensation plans are in compliance with the provisions of the Privacy Act. **Retention and Disposal Standards:** Records within this bank are retained for a minimum of two calendar years following termination of employment. Where the record has been designated as having archival or historical value, the record shall be transferred to the control of the National Archives of Canada; and where the record has not been so designated, it shall be destroyed. **PAC Number:** 69-164 **Related to PR#:** CMP CMP 918 **TBS Registration:** 001023 **Bank Number:** CMP PPE 811

Police Casuals/Temporary Civilian Employees

Description: This bank contains personal information on individuals who are currently or who have served in the RCMP as police casuals. Information in this bank provides a chronological overview of the individual's service in the RCMP and contains application forms for employment, security screening data, salary information,

assessments and memoranda outlining the reasons for termination of employment. The social insurance number is collected pursuant to the Financial Administration Act. In addition to the requirements indicated on the Personal Information Request Form, individuals must provide their full name, date of birth, type of work and location where they have served, to retrieve information. Serving members must indicate the location of the material they wish to access. Individuals wishing to access only certain information should identify the material desired to expedite the processing of their requests. **Class of Individuals:** Individuals who have applied for and served as police casuals/temporary civilian employees. **Purpose:** Compiled in the employment process of applicants for police casual/temporary civilian employees. The social insurance number is collected for the purpose of maintaining financial employment records. **Consistent Uses:** This bank is used to make decisions on hiring, pay, postings and continued service. This information may also be used for research, planning, evaluation and statistical purposes and may be matched with the following personal information banks: CMP PPU 065 (Security/Reliability Screening Records). All linkages for the purpose of administering human resources and compensation plans are in compliance with the provisions of the Privacy Act. **Retention and Disposal Standards:** Records within this bank are retained for a minimum of one calendar year following termination of employment at the headquarters of the division in which they are employed, and then, they are subsequently transferred to the National Archives of Canada, National Personnel Records Centre for retention until the subject of the file reaches the age of 70 years. **PAC Number:** 69-164 **Related to PR#:** CMP CMP 918 **TBS Registration:** 001022 **Bank Number:** CMP PPE 810

RCMP General Administrative Records

Description: This bank contains records and related correspondence on the acquisition, issue and disposition of RCMP uniforms and equipment, service revolver registrations, identification cards, building passes and parking permits. This bank also contains information relative to other miscellaneous matters where some benefit or privilege may be granted or refused by the RCMP. Because of the nature of general administrative records, information within this bank is not always carded or indexed to an individual. In addition to the requirements indicated on the Personal Information Request Form, individuals must provide sufficient detail of their original contact with the RCMP including the approximate date, geographic location, regimental number and nature of benefit or privilege involved. Serving members must indicate the location of the material they wish to access. **Class of Individuals:** This bank contains personal information on individuals who are or have been employed by the RCMP under a contract of services or a contract for services. **Purpose:** This information is used for the internal administration of the RCMP. **Consistent Uses:** This information is also used for research, planning, evaluation and statistical analysis and may be matched with the following information banks: RCMP Member's Pay Records (CMP PPE 806), clothing and kit System and RCMP Parade System as a locator.

All linkages for the purpose of administering human resources and compensation plans are in compliance with the provisions of the Privacy Act. **Retention and Disposal Standards:** These records are retained for a minimum of two calendar years after the date of last correspondence. In the case of Kit and Clothing, the records are retained for twelve months after the transaction took place and retained on backup tape for an additional four years, after which it is disposed of. Where the record has been designated as having archival or historical value, the record shall be transferred to the control of the National Archives of Canada; and where the record has not been so designated, it shall be destroyed. **PAC Number:** 78-001 **Related to PR#:** CMP CMP 918 **TBS Registration:** 001019 **Bank Number:** CMP PPE 807

RCMP Member Conflict of Interest and Post Employment Code

Description: The bank will contain documents indicating that a member has requested permission as per Commissioner's Standing Orders to participate in an outside activity. Also included are investigations reports and correspondence dealing about potential and actual conflicts between the private interest of a member and the member's official duties and responsibilities. **Class of Individuals:** All members of the RCMP. **Purpose:** The purpose of this bank is to identify potential and actual conflict of interest situations for members of the RCMP, to record potential conflicts of interest. **Consistent Uses:** The information is used to resolve situations of potential and actual conflicts of interest and to support decisions on transfers, discipline and termination of employment, if conflict of interest exists. It also enables designated officials to determine whether a former member to whom post employment compliance measures apply is in compliance. This has an impact on a current member's ability to deal with the former member. This information may also be matched with the following information banks: CMP PPU 070 – (Applicants' Records); CMP PPU 090 – (Honours and Awards); CMP PPE 801 – (RCMP Member Personnel Records); CMP PPE 802 – (RCMP Member Service Records); CMP PPE 803 – (RCMP Member Transfer/Promotion Board Proceedings/Staffing Action Files/Officer, Candidates Assessment Board Proceedings); CMP PPE 804 – (RCMP Member Grievance Records); CMP PPE 805 – (RCMP Member Discipline and Quashed Discipline Records); CMP PPE 806 – (RCMP Member's Pay Records); CMP PPE 818 – (Employment Equity Program). All linkages for the purpose of administering human resources and compensation plans are in compliance with the provisions of the Privacy Act. **Retention and Disposal Standards:** Records are retained by the RCMP for the duration of employment plus two years, after which time records are destroyed. **PAC Number:** 86-001 **TBS Registration:** 002102 **Bank Number:** CMP PPE 815

RCMP Member Discipline and Quashed Discipline Records

Description: This bank contains personal information on regular and civilian members as well as special constable members, who are currently or who have served in the RCMP and who have been the subject of disciplinary

action or misconduct. Discipline and quashed discipline files can contain the following service investigation and Code of Conduct (Part IV) investigations reports which warrant disciplinary action being taken: cautionings, warnings, service court and adjudication board proceedings, formal and informal disciplinary action, appeals, boards and related correspondence: suspensions; quashed rulings; records relating to statutory offenses by members including investigations dealing with complaints from the public which have resulted in discipline against a member may be located in bank CMP PPU 085; court decisions and appeals; correspondence concerning alleged misconduct: compulsory discharge material resulting from misconduct and criminal offenses including boards, hearings and decisions. Compulsory discharge material for reasons other than misconduct and criminal offenses may be located in Bank CMP PPE 801, RCMP Member Personnel Records or CMP PPE 802 – RCMP Member Service Records. In addition to the requirements indicated on the Personal Information Request Form, individuals must provide their full name and regimental number. Serving members must indicate the location of the material they wish to access. Individuals wishing to access only specific information should identify the material desired to expedite the processing of their requests. Information in this bank may be maintained in hard copy files as well as in automated forms such as the RCMP Office Support System (ROSS). **Class of Individuals:** Regular and civilian members, as well as special constable members, who are currently or who have served in the RCMP and who have been the subject of disciplinary action or misconduct. **Purpose:** This bank is used to make decisions concerning suspensions, cautionings, warnings, service court punishments, adjudication board sanctions, formal and informal disciplinary action, fines, shortcomings, discharges, demotions, postings, promotions, continued service, appeals, civil actions, criminal actions, investigations, eligibility for medical treatment and pensions. **Consistent Uses:** The RCMP External Review Committee and the RCMP Public Complaints Commission may use the information respectively to inquire into grievances and investigate complaints against the RCMP or its members. Disciplinary measures taken against a member following a complaint of harassment may be disclosed to the complainant in the case of a founded complaint. This information may also be used for research, planning, evaluation and statistical purposes and may be matched with the following information banks: CMP PPU 070 – (Applicants' Records); CMP PPU 090 – (Honours and Awards); CMP PPE 801 – (RCMP Member Personnel Records); CMP PPE 802 – (RCMP Member Service Records); CMP PPE 804 – (RCMP Member Grievance Records); CMP PPE 806 – (RCMP Member's Pay Records); CMP PPE 815 – (RCMP Member Conflict of Interest and Post Employment Code); and CMP PPE 818 – (Employment Equity Program). All linkages for the purpose of administering human resources and compensation plans are in compliance with the provisions of the Privacy Act. **Retention and Disposal Standards:** These files are retained by the RCMP at least until the

subject of the file reaches the age of 70 years. Where the record has been designated as having archival or historical value, the record shall be transferred to the control of the National Archives of Canada; and where the record has not been so designated, it shall be destroyed.

PAC Number: 69-164 **Related to PR#:** CMP CMP 926

TBS Registration: 001017 **Bank Number:**

CMP PPE 805

RCMP Member Grievance Records

Description: This bank contains information, forwarding comments and final decisions resulting from formal grievances submitted by regular and civilian members as well as special constable members of the RCMP. In addition to the requirements indicated on the Personal Information Request Form, individuals must provide their full name and regimental number. Serving members must indicate their division. Individuals wishing to access only specific information should identify the material desired to expedite the processing of their requests. Information in this bank may be maintained in hard copy files as well as in automated forms such as the RCMP Office Support System (ROSS). **Class of Individuals:** This bank contains information on regular and civilian members who have submitted formal grievances relating to some aspect of their service with the RCMP. **Purpose:** This information is used by the RCMP in resolving grievances and appeals which are submitted under Part III of the RCMP Act or under an alternative process of redress allowed by that part. **Consistent Uses:** This information may also be used for research, training, planning, evaluation and statistical purposes and by the RCMP External Review Committee to inquire into grievances. This information may be matched with the following information banks: CMP PPU 070 – (Applicants' Records); CMP PPU 090 – (Honours and Awards); CMP PPE 801 – (RCMP Member Personnel Records); CMP PPE 802 – (RCMP Member Service Records); CMP PPE 803 – (RCMP Member Transfer/Promotion Board Proceedings/Staffing Action Files/Officer, Candidates Assessment Board Proceedings); CMP PPE 805 – (RCMP Member Discipline and Quashed Discipline Records); CMP PPE 806 – (RCMP Member's Pay Records); CMP PPE 815 – (RCMP Member Conflict of Interest and Post Employment Code) and CMP PPE 818 – (Employment Equity Program).

All linkages for the purpose of administering human resources and compensation plans are in compliance with the provisions of the Privacy Act. **Retention and Disposal Standards:** Files in this bank are destroyed five years after the grievance is concluded. Where the record has been designated as having archival or historical value, the record shall be transferred to the control of the National Archives of Canada; and where the record has not been so designated, it shall be destroyed. **PAC Number:** 69-164 **Related to PR#:** CMP CMP 926 **TBS Registration:** 001016 **Bank Number:** CMP PPE 804

RCMP Member Personnel Records

Description: Information in this bank provides an overview of the member's service. The file contains such material as basic recruit training results (LAN computer system), training assessments, recommendations for

promotion and transfer, personal interview reports and appraisal reports, PARADE personal record (form 816), information pertaining to personnel gathered during the Officer candidate program, guidance and advice, outstanding debts, compassionate transfers, commendations, awards, notification of shortcomings and related documents, language results, linguistic profiles. Also contained in this bank is compulsory discharge/demotion material in the case where a member of the RCMP is discharged/demoted for unsatisfactory job performance. Training assessments may also be maintained in bank CMP PPU 080. In addition to the requirements indicated on the Personal Information Request Form, individuals must provide their full name and regimental number. Serving members must indicate the location of the material they wish to access.

Individuals wishing to access only specific information should identify the material desired to expedite the processing of their requests. As well, supplementary files are also retained at Headquarters and divisions on individuals who have successfully completed an undercover course and have been given by Headquarters an Operator's number. If you wish to access these records, advise as to whether you were trained as an undercover operator and/or given an operator number. Also indicate in which Division/Unit the records are retained. Information in this bank may be maintained in hard copy files as well as in automated forms such as the Official languages Information System (OLIS), the RCMP Office Support System (ROSS). **Class of Individuals:** This bank contains personal information on individuals who are currently or who have served in the RCMP as regular, civilian, reserve or special constable members.

Purpose: The bank is used to make decisions on promotion, postings and continued service. **Consistent Uses:** This information may also be used for research, planning, evaluation and statistical analysis and may be matched with the following information banks: CMP PPU 070 – (Applicants' Records); CMP PPU 090 – (Honours and Awards); CMP PPE 802 – (RCMP Member Service Records); CMP PPE 803 – (RCMP Member Transfer/Promotion Board Proceedings/Staffing Action Files/Officer, Candidates Assessment Board Proceedings); CMP PPE 804 – (RCMP Member Grievance Records); CMP PPE 805 – (RCMP Member Discipline and Quashed Discipline Records); CMP PPE 806 – (RCMP Member's Pay Records); CMP PPE 815 – (RCMP Member Conflict of Interest and Post Employment Code) and CMP PPE 818 – (Employment Equity Program). All linkages for the purpose of administering human resources and compensation plans are in compliance with the provisions of the Privacy Act.

Retention and Disposal Standards: These files are retained by the RCMP at least until the subject of the file reaches the age of 100 years. Where the record has been designated as having archival or historical value, the record shall be transferred to the control of the National Archives of Canada; and where the record has not been so designated, it shall be destroyed. **PAC Number:** 69-164 **Related to PR#:** CMP CMP 918 **TBS Registration:** 001013 **Bank Number:** CMP PPE 801

RCMP Member Service Records

Description: Information in this bank provides a chronological overview of the member's service. The file contains such things as application and engagement documents, transfer and change notices, personal certificates, insurance coverage, statements of injuries and disabilities by members and witnesses, pensions and discharge documents, warrants of appointment, Certificate of Security Clearance as well as the social insurance number, obtained under the authority of federal legislation to administer the Canada Pension Plan, the Unemployment Insurance Act, and the Income Tax Act. In addition to the requirements indicated on the Personal Information Request Form, individuals must provide their full name and regimental number. Serving members must indicate the location of the material they wish to access. Individuals wishing to access only specific information should identify the material desired to expedite the processing of their requests. **Class of Individuals:** This bank contains personal information on individuals who are currently or who have served in the RCMP as regular, civilian, reserve or special constable members. **Purpose:** This information, including social insurance numbers, is used for the internal administration of the RCMP and its benefit program. **Consistent Uses:** This information may be used for research, planning, evaluation and statistical purposes. CMP PPU 070 – (Applicants' Records); CMP PPU 090 – (Honours and Awards); CMP PPE 801 – (RCMP Member Personnel Records); CMP PPE 803 – (RCMP Member Transfer/Promotion Board Proceedings/Staffing Action Files/Officer, Candidates Assessment Board Proceedings); CMP PPE 804 – (RCMP Member Grievance Records); CMP PPE 805 – (RCMP Member Discipline and Quashed Discipline Records); CMP PPE 806 – (RCMP Member's Pay Records); CMP PPE 815 – (RCMP Member Conflict of Interest and Post Employment Code) and CMP PPE 818 – (Employment Equity Program). All linkages for the purpose of administering human resources and compensation plans are in compliance with the provisions of the Privacy Act. Information is supplied to the Department of Supply and Services to provide and account for pension funds and specified insurance claims, records of which are maintained in personal information banks under the Department of Supply and Services. It may also be used to support applications for disability benefits in respect of injury or death on service under the RCMP Superannuation Act, section 27, or under the RCMP Pension Continuation Act, section 5. Assessments and evaluations concerning pensions for disability or death are maintained in personal information banks under the Department of Veterans Affairs and must be accessed through that department. **Retention and Disposal Standards:** Information in this bank is retained at least until the subject of the file reaches the age of 100 years. Where the record has been designated as having archival or historical value, the record shall be transferred to the control of the National Archives of Canada; and where the record has not been so designated, it shall be destroyed. **PAC Number:** 69-164 **Related to PR#:** CMP CMP 918 **TBS Registration:** 001014 **Bank Number:** CMP PPE 802

RCMP Member Transfer/Promotion Board Proceedings/Staffing Action Files/Officer Candidates Assessment Board Proceedings

Description: This bank contains career resumes, performance indicators, recommendations of Transfer/Promotion Boards or assessment boards, results of promotional exams and promotional boards interviews, data on positions being staffed, personnel selection comparison charts and job descriptions. In addition to the requirements indicated on the Personal Information Request Form, individuals must provide their full name and regimental number. Serving members must indicate their division. The following information concerning the position for which staffing action was taken is also required: division/directorate, function, year and if possible, unit. For officer candidates, the date of the Officer Candidate Assessment Board must be provided. Individuals wishing to access only specific information should identify the material desired to expedite the processing of their requests. Information in this bank may be maintained in hard copy files as well as in automated forms such as "The test information bank". **Class of Individuals:** Information in this category is maintained on all constables, non-commissioned officers, special constables, special constable members and civilian members who wrote the promotional exams and/or appeared before a Promotional Board or who have been considered for lateral or promotional transfers by Transfer/Promotion Boards or who have appeared before Officer Candidate Assessment Boards for commissioned rank and all officers, civilian members and special constables, special constable members or officer equivalent who have been considered for promotion by the Commissioner or his delegate. **Purpose:** This information is used to select candidates for promotion and appointment to commissioned rank and staff positions in review of Grievances arising from these actions. **Consistent Uses:** This information may also be used for research, planning, evaluation and statistical purposes and may be matched with the following information banks: CMP PPU 070 – (Applicants' Records); CMP PPU 090 – (Honours and Awards); CMP PPE 801 – (RCMP Member Personnel Records); CMP PPE 802 – (RCMP Member Service Records); CMP PPE 804 – (RCMP Member Grievance Records); CMP PPE 805 – (RCMP Member Discipline and Quashed Discipline Records); CMP PPE 806 – (RCMP Member's Pay Records); CMP PPE 815 – (RCMP Member Conflict of Interest and Post Employment Code) and CMP PPE 818 – (Employment Equity Program). All linkages for the purpose of administering human resources and compensation plans are in compliance with the provisions of the Privacy Act. **Retention and Disposal Standards:** Records in this category are maintained for a minimum of five years after the date of the last correspondence. Where the record has been designated as having archival or historical value, the record shall be transferred to the control of the National Archives of Canada; and where the record has not been so designated, it shall be destroyed. **PAC Number:** 69-164 **Related to PR#:** CMP CMP 920 **TBS Registration:** 001015 **Bank Number:** CMP PPE 803

RCMP Member's Pay Records

Description: Information in this bank provides a chronological overview of the member's pay, allowances,

overtime, deductions, Benefit Trust Fund requests records and related matters, including correspondence with the ministry of Public Works and Government Service Canada which operates the service payroll system. The social insurance number is used and therefore recorded in this bank as requested by Revenue Canada. In addition to the requirements indicated on the Personal Information Request Form, individuals must provide their full name and regimental number. Serving members must indicate the location of the material they wish to access. Individuals wishing to access only specific information should identify the material desired to expedite the processing of their requests. Information in this bank may be maintained in hard copy files as well as in automated forms such as the Living Accommodation Charges Directives System (LACDS). **Class of Individuals:** This bank contains personal information on individuals who are currently or who have served in the RCMP as employees other than Public Service employees. **Purpose:** This information is used for the internal administration of the RCMP and its benefit program. A mailing list is maintained in conjunction with Public Works and Government Services Canada for pension purposes. The social insurance number is used in the reporting of earnings and deductions on T-4 and Slip 1 forms. This data is eventually passed on to Health and Welfare Canada for the administration of the Canada Pension Plan. **Consistent Uses:** This information is also used for auditing, research, planning, evaluation and statistical analysis and may be matched with the following information banks: RCMP Member Grievance Records (CMP PPE 804); RCMP Member Personnel Records (CMP PPE 801); RCMP Member Service Records (CMP PPE 802); Zyindex a retrieval system used to store data regarding previous incidents of relocation and travel requests. All linkages for the purpose of administering human resources and compensation plans are in compliance with the provisions of the Privacy Act. **Retention and Disposal Standards:** Pay records are retained by the RCMP at least until the subject of the file reaches the age of 70 years. The Benefit Trust Fund requests records are retained by the RCMP for six fiscal years after final payment and for two fiscal years if the request is not approved. The relocation records are retained by the RCMP for a period of four years. Where

the record has been designated as having archival or historical value, the record shall be transferred to the control of the National Archives of Canada; and where the record has not been so designated, it shall be destroyed. **PAC Number:** 78-001 **Related to PR#:** CMP CMP 925 **TBS Registration:** 001018 **Bank Number:** CMP PPE 806

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Royal Canadian Mounted Police External Review Committee

Chapter 118

Particular Banks

RCMP Member Discharge and Demotion References

Description: This bank contains information on discharge and demotion of RCMP members where such process has been referred to the RCMP External Review Committee. Compulsory discharge material for misconduct and criminal offences may be located in ERC PPE 803 "RCMP Member Formal Discipline References". In addition to the requirements indicated on the Personnel Information Request Form, individuals must

provide their full name and regimental number. Individuals wishing to access only specific information should identify the material desired to expedite the processing of their requests. **Class of Individuals:** Members of the RCMP who have been subject to discharge or demotion proceedings which have been referred to the RCMP External Review Committee. **Purpose:** The information is used by the RCMP External Review Committee in dealing with discharge or demotion cases referred to the Committee pursuant to the RCMP Act. **Consistent Uses:** The information may be used for research, planning,

evaluation and statistical purposes. It may also be used in the dissemination of precedents, and in the preparation of reports pursuant to the RCMP Act. **Retention and Disposal Standards:** These records are kept for seven years and are then destroyed, unless they form part of substantial and precedent-setting discharge and demotion case files meeting specific criteria. **TBS Registration:** 002874 **Bank Number:** ERC PPE 801

RCMP Member Discipline References

Description: This bank contains information on the formal discipline of RCMP members where such discipline has been referred to the RCMP External Review Committee pursuant to the RCMP Act. The information can include the following reports: cautionings, reprimands, adjudication board proceedings, appeals, boards and related correspondence; suspensions, quashed rulings, court decisions, correspondence concerning alleged misconduct, compulsory discharge material resulting from misconduct and criminal offences including boards, hearings and decisions. In addition to the requirements indicated on the Personal Information Request Form, individuals must provide their full name and regimental number. Individuals wishing to access only specific information should identify the material desired to expedite the processing of their requests. **Class of Individuals:** Members of the RCMP who have been the subject of formal disciplinary proceedings which have been referred to the RCMP External Review Committee. **Purpose:** The information is used by the RCMP External Review Committee in dealing with formal discipline cases referred to the Committee pursuant to the RCMP Act. **Consistent Uses:** The information may be used for research, planning, evaluation and statistical purposes. It may also be used in the dissemination of precedents, and in the preparation of reports pursuant to the RCMP Act. **Retention and Disposal Standards:** These records are kept for seven years and are then destroyed, unless they form part of substantial and precedent-setting discipline case files meeting specific criteria. **TBS Registration:** 002876 **Bank Number:** ERC PPE 803

RCMP Member Grievance References

Description: This bank contains information, forwarding comments, recommendations and decisions resulting from grievances submitted by members of the RCMP and referred to the RCMP External Review Committee. In addition to the requirements indicated on the Personal Information Request Form individuals must provide their full name and regimental number. Individuals wishing to access only specific information should identify the material desired to expedite the processing of their requests. **Class of Individuals:** Members of the RCMP

who have submitted grievances which have been referred to the RCMP External Review Committee. **Purpose:** The information is used by the RCMP External Review Committee in dealing with grievances referred to the Committee pursuant to the RCMP Act. **Consistent Uses:** The information may be used for research, planning, evaluation and statistical purposes. It may also be used in the dissemination of precedents, and in the preparation of reports pursuant to the RCMP Act. **Retention and Disposal Standards:** These records are kept for seven years and are then destroyed, unless they form part of substantial and precedent-setting grievance case files meeting specific criteria. **TBS Registration:** 002875 **Bank Number:** ERC PPE 802

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Royal Canadian Mounted Police Public Complaints Commission

Chapter 119

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Saguenay Port Authority

Chapter 120

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Employee Personnel Record

Identification and Building-Pass Cards

Performance Reviews and Employee Appraisals

Security Clearances

Staffing

Training and Development

Travel and Relocation

Sahtu Land and Water Board

Chapter 121

Note: The Sahtu Land and Water Board is subject to the Privacy and Access to Information Acts.

Sahtu Land Use Planning Board

Chapter 122

Note: The Sahtu Land Use Planning Board is subject to the Privacy and Access to Information Acts.

Saint John Port Authority

Chapter 123

Note: The Saint John Port Authority was established pursuant to the Canada Marine Act which received Royal Assent on the 11th day of June 1998. As a consequential amendment, the port authority was added to Schedule I of the Access to Information Act and the Schedule of the Privacy Act.

Standard Banks

Please see the INTRODUCTION to this publication for the definition of the Standard Banks and a description of their content.

Attendance and Leave

Conflict of Interest and Post Employment Conduct

Employee Assistance

Employee Personnel Record

Grievances

Harassment

Occupational Safety and Health

Official Languages

Pay and Benefits

Performance Reviews and Employee Appraisals

Staffing

Travel and Relocation

Seaway International Bridge Corporation Ltd

Chapter 124

Particular Banks

Bridge Passes

Description: This bank contains a record of the names of individuals, etc., to whom a bridge pass has been issued. The bank also records pass usage. **Class of Individuals:** Employees. **Purpose:** The purpose of this bank is to maintain a record of the names of individuals, etc., to whom a bridge pass has been issued. **Retention and Disposal Standards:** Five years after cancellation or non-renewal. **PAC Number:** 85-001 **TBS Registration:** 000641 **Bank Number:** SIBC PPE 801

Sun-Life Insurance Reports

Description: This bank contains individual Seaway employee data related to insurance coverage matters. **Class of Individuals:** Employees of the institution. **Purpose:** Sun Life Insurance Company uses the information to establish the monthly premiums of the life, major medical and long term disability insurances. **Consistent Uses:** See "Purpose" above. **Retention and Disposal Standards:** Two years. **TBS Registration:** 002830 **Bank Number:** SIBC PPE 806

Conflict of Interest

Description: This bank contains voluntary disclosures by employees concerning potential conflict of interest situations and investigation reports and correspondence about potential and actual employee conflicts between the private interests or holdings of employees and their official duties. **Class of Individuals:** Departmental employees. **Purpose:** The purpose of this bank is to maintain information about potential and actual conflict of interest situations for employees of a government institution, to record potential conflicts of interest and to resolve actual conflicts of interest. **Consistent Uses:** To support decisions on transfers, discipline and termination of employment. **Retention and Disposal Standards:** Two years after potential conflict of interest no longer exists or actual conflict of interest has been resolved, after which the records are destroyed. **PAC Number:** 85-001 **TBS Registration:** 000663 **Bank Number:** SIBC PPE 802

Incentive Awards

Description: This bank includes information on employees who have been identified for awards under the Federal Government's Incentive Award Plan (long service) and the Institution's Award Program (long service). Such information may include an employee number and date of

entry. This bank also contains records of recipients of long service awards. **Class of Individuals:** Employees of the institution. **Purpose:** To identify individuals for awards under the Federal Government's incentive awards plan (long service) and the institution's awards program (long service). **Consistent Uses:** See "Purpose" above. **Retention and Disposal Standards:** Operational files are kept for a minimum of two years then destroyed; financial files for six years then destroyed; and precedent setting files for 15 years then destroyed. **TBS Registration:** 002828 **Bank Number:** SIBC PPE 804

Pension Plan Records

Description: The bank contains individual data pertaining to the Pension Plan. **Class of Individuals:** Employees of the institution. **Purpose:** The purpose is to report total remittances to superannuation fund during the year based on employee deduction. **Consistent Uses:** The Department of Supply and Services, Superannuation Branch, insures that total deductions balance with total remittance. **Retention and Disposal Standards:** Seven years. **TBS Registration:** 002831 **Bank Number:** SIBC PPE 807

Taxation Records

Description: The bank contains individual Bridge active and some retired employees data related to salary and various deductions including taxes. **Class of Individuals:** Active and retired employees of the institution. **Purpose:** The purpose is to comply with Revenue Canada requirements. **Consistent Uses:** To determine individual Income and Taxes. **Retention and Disposal Standards:** Six years. **TBS Registration:** 002832 **Bank Number:** SIBC PPE 808

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Pay and Benefits

Performance Reviews and Employee Appraisals

Security Clearances

Staffing

Training and Development

Travel and Relocation

Security Intelligence Review Committee

Chapter 125

Particular Banks

Personal Services Contracts

Description: This bank contains information on individuals who have signed personal services contracts with the Committee. The bank may contain information on the qualifications and work experience of the contractor, letters of reference, and details of the contract. **Class of Individuals:** Individuals who currently have, or formerly had, a contract with the Committee. **Purpose:** The

purpose of this bank is to maintain a record of accepted tenders for research contracts, and to issue contracts.

Consistent Uses: The information may be used to determine terms of payments, contract extension or renewal, and other decisions pertaining to the contract.

Retention and Disposal Standards: Files have been retained since the establishment of the Committee in 1984. **TBS Registration:** 003017 **Bank Number:** SIR PPE 803

Sept-Îles Port Authority

Chapter 126

Note: The Sept-Îles Port Authority was established pursuant to the Canada Marine Act which received Royal Assent on the 11th day of June 1998. As a consequential

amendment, the port authority was added to Schedule I of the Access to Information Act and the Schedule of the Privacy Act.

Social Sciences and Humanities Research Council of Canada

Chapter 127

Particular Banks

Staffing

Description: The bank contains staffing requests; position descriptions; salary ranges; selection profiles; competition posters; transfer requests; layoff lists; human resources inventory print-outs; candidates' applications; lists of candidates; examinations papers and test results; eligibility lists; offers of employment; notices to candidates; and correspondence concerning staffing by various processes, including competitions and human resources inventory searches. Records in the bank contain a variety of personal information which may include age, sex, education levels and social insurance number. (N.B. Notation of staffing decisions may also appear in the Employee Personnel Record.) **Class of Individuals:** Employees of Council and candidates for employment with Council. **Purpose:** The information is

used to select candidates and staff positions. **Retention and Disposal Standards:** Information is retained for two years. **PAC Number:** 81-028 **TBS Registration:** 002434 **Bank Number:** SHR PPE 802

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Reliability Checks

Security Clearances

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Solicitor General Canada

Chapter 128

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Reliability Checks

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

St. John's Port Authority

Chapter 129

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Employee Assistance

Employee Personnel Record

Occupational Safety and Health

Official Languages

Pay and Benefits

Performance Reviews and Employee Appraisals

Staffing

Travel and Relocation

Standards Council of Canada

Chapter 130

Particular Banks

Attendance and Leave

Description: This bank contains absence reports and leave applications as well as physicians' certificates associated with sick leave. The information exists in automated form in personnel databases. **Class of**

Individuals: Standards Council of Canada employees.

Purpose: Information is obtained for the administration of employee attendance and leave. **Consistent Uses:** To record attendance and authorize leave. To support decisions on pay and benefits such as those concerning leave and termination of employment. **Retention and**

Disposal Standards: The records are destroyed two years after expiry of fiscal year. **Related to PR#:** SDC AFB 903 **TBS Registration:** 003025 **Bank Number:** SDC PPE 802

Conflict of Interest and Post-Employment Code

Description: This bank contains (1) Employee Certification Documents indicating that an employee has read and understood the Code of the Standards Council of Canada (SCC) and agrees to observe the Code as a condition of employment and indicating whether or not an employee has assets or liabilities identified in section 6, participates in activities specified in section 14 of the Code of SCC; (2) Confidential Reports of assets, liabilities and participation in outside activities subject to confidential reporting in accordance with the Conflict of Interest and Post-Employment Code for SCC. **Class of**

Individuals: Employees of SCC. **Purpose:** The purpose of this bank is to maintain information (1) as to whether an employee has read and understood the Code of the SCC and agreed to observe it as a condition of employment; (2) about potential and actual conflict of interest situations for employees of SCC; (3) to record potential conflicts of interest; and (4) to record any post-employment compliance action required of the employee, including decisions reducing the limitation period. **Consistent Uses:** To resolve situations of potential and actual conflicts of interest. **Retention and**

Disposal Standards: Records are retained by the employing institution to which the Certification Document and Confidential Report were submitted for the duration of employment plus two years, after which the records are destroyed. **Related to PR#:** SCC AFB 903 **TBS Registration:** 003209 **Bank Number:** SDC PPE 805

Employee Personnel Record

Description: This bank provides a summary record of an individual's employment with the Standards Council of Canada. It is maintained for the purpose of facilitating personnel administration. Information about an individual may be used in decisions relating to the areas of: staffing, attendance and leave, pay and benefits, training and development, occupational health and safety, official languages and discipline, where information in one area may affect a decision in another area. In the above cases, the information in this bank summarizes and refers to

more detailed information in other banks. This information may be used, provided such use is consistent with the main uses of the information, to ensure that personnel actions within government institutions are co-ordinated in the interests of both the individual and the employer. The Employee Personnel Record relating to an employee is under the control of his/her current employing institution and contains information concerning personal characteristics, including age and sex; social insurance number; home address; citizenship; education, including transcripts, certificates and diplomas; non-government employment history; career résumés and references; geographical and organization location; appointments, transfers, promotions and demotions; periods of employment, including probationary periods, layoffs and tenure; classification, including position numbers, groups, levels, titles and salaries; superannuation and insurance, including names of beneficiaries. Also included where applicable is information concerning military service, including periods and areas of service; professional achievements, including publications, patents and awards; passports; and termination of employment, including certificates and reasons for termination. The Employee Personnel Record contains summary records of decisions relating to staffing; attendance and leave; pay and benefits; training and development; decisions concerning compensation and fitness for work; official languages; discipline; and reliability checks. The major series of information concerning these topics is, however, found in the various other Standard Banks. The Employee Personnel Record may not include the personal information actually used to make decisions in the areas noted above. **Class of Individuals:** Employees of the institution. **Purpose:** To provide documentation and authorization of appointments, transfers, promotions, demotions, termination of employment and superannuation. **Consistent Uses:** To authenticate decisions on staffing, attendance and leave; pay and benefits; training and development; occupational health and safety; official languages; discipline, as well as to verify employment references. Information is also provided to various provincial health insurance plans; to group insurers, where applicable; and to National Health and Welfare for pension purposes. **Retention and**

Disposal Standards: Retained by the current employing institution for the duration of employment plus one year, and then transferred to the control of National Archives. The information is destroyed when the individual reaches the age of 70, or two years after the death of the individual, provided two years have elapsed since the last administrative action concerning the information. For records relating to disciplinary action, the time limit for disposal is three years following the date of disciplinary action, provided no further disciplinary action has been recorded in the meantime. In cases where a disciplinary action has been rescinded, onus is on the institution to ensure that the documentation of the action concerned is

immediately destroyed. Records of individuals, if judged by the National Archivist of Canada to be of historical interest or archival value, are retained permanently by the National Archives of Canada. **TBS Registration:** 003027 **Bank Number:** SDC PPE 804

Reliability Checks

Description: This bank contains information gathered by the institution in conducting reliability checks on individuals applying for work within the institution by way of appointment in accordance with the Security Policy of the Government of Canada. The bank includes certification data of educational qualifications, employment, criminal records and reference checks. **Class of Individuals:** Successful candidates who have applied for work within the institution, by way of appointment. **Purpose:** To confirm identity and determine whether individuals can be trusted to carry out their tasks reliably and honestly. **Consistent Uses:** To support decisions on hiring and termination of employment. **Retention and Disposal Standards:** The information is destroyed two years after the employee leaves the institution. **Related to PR#:** SDC AFB 903 **TBS Registration:** 003026 **Bank Number:** SDC PPE 803

Training and Development

Description: This bank contains personal data including course applications and evaluations, social insurance numbers, certificates, records of fee payments and

correspondence related to participation of employees in training and development activities sponsored by the government and operated by private organizations. It should be noted that participation and achievement records are attached to the Employee Personnel Record and that information on an employee's needs for individual development related to performance is contained in the Performance Review and Appraisal Bank. **Class of Individuals:** Employees of the Institution. **Purpose:** To provide documentation for the administration of training and development programs. **Consistent Uses:** To approve and register the participation of employees in training and development activities and to certify the achievements of employees. **Retention and Disposal Standards:** Records are destroyed two years after completion of the particular training and development undertaken by an employee. **PAC Number:** 85-001 **Related to PR#:** SCC AFB 903 **TBS Registration:** 003024 **Bank Number:** SDC PPE 801

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Pay and Benefits

Performance Reviews and Employee Appraisals

Statistics Canada

Chapter 131

Particular Banks

Federal Investigative Body Requests

Description: This bank contains a record of requests for disclosure to federal investigative bodies and other provincial investigative bodies covered by federal/provincial agreements, and a record of documentation which was released. The bank exists in accordance with section 8(4) of the Privacy Act. The potential for disclosure is limited to those data elements held in all personnel files. However, the actual data released would depend on the particular request. **Class of Individuals:** Employees of Statistics Canada for whom a request to disclose information has been received from a federal investigative body or a provincial investigative body covered by federal/provincial agreements. **Purpose:** This bank serves to record requests for disclosure of personal information relating to individuals who are current or former employees of Statistics Canada, received from federal investigative bodies and other provincial investigative bodies covered by federal/provincial agreements. This bank is used to allow the Privacy Commissioner to review such disclosures of personal information and to investigate complaints made by individuals. **Consistent Uses:** There are currently no other uses for this data bank. **Retention and Disposal**

Standards: Records are retained by the Access to Information and Privacy Offices for two years after the last administrative use. **PAC Number:** 78-001 **Related to PR#:** STC DAC 615 **TBS Registration:** 001603 **Bank Number:** STC PPE 802

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Status of Women Canada

Chapter 132

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Pay and Benefits

Performance Reviews and Employee Appraisals

Security Clearances

Staffing

Training and Development

Travel and Relocation

Thunder Bay Port Authority

Chapter 133

Note: The Thunder Bay Port Authority was established pursuant to the Canada Marine Act which received Royal Assent on the 11th day of June 1998. As a

consequential amendment, the port authority was added to Schedule I of the Access to Information Act and the Schedule of the Privacy Act.

Toronto Port Authority

Chapter 134

Particular Banks

Airport Airside Restricted Area Pass (ARAP)

Description: This bank contains applications received from individuals who require access to restricted areas at the Toronto City Centre Airport. It includes names, titles, addresses, phone numbers, date of birth, height, weight, eye and hair colour, fingerprints, marital information, personal photographs, and Transport Canada clearance numbers. **Class of Individuals:** TPA employees and airport tenants. **Purpose:** This bank processes pass applications. **Consistent Uses:** The information in this bank would be used in the event of a breach of security. **Retention and Disposal Standards:** Applications are

retained for three years after the expiry of the pass and then destroyed. **TBS Registration:** 004370
Bank Number: TPA PPE 800

Airport Airside Vehicle Operators Permit (AVOP)

Description: This bank contains applications received from individuals who require a permit to operate a vehicle on the grounds of the Toronto City Centre Airport. It includes names, addresses, phone numbers and vehicle information. It also contains the practical test evaluation form for the AVOP. **Class of Individuals:** TCCA employees and airport tenants. **Purpose:** This bank processes AVOP applications. **Consistent Uses:** The information in this bank would be used in the event

of suspected unauthorized vehicle use at the airport. **Retention and Disposal Standards:** Applications are retained for three years after the expiry of the pass and then destroyed. **TBS Registration:** 004371 **Bank Number:** TPA PPE 805

Airport Employee Ferry Pass

Description: This bank contains applications received from individuals who require an employee ferry pass to the Toronto City Centre Airport. It includes names, addresses, phone numbers and personal photographs. **Class of Individuals:** TPA staff, airport tenants, frequent flyers. **Purpose:** This bank processes employee ferry pass applications. **Consistent Uses:** The information in this bank would be used in the event of suspected fare evasion on the airport ferry. **Retention and Disposal Standards:** Applications are retained for one year after expiry of the pass and then destroyed. **TBS Registration:** 004372 **Bank Number:** TPA PPE 810

Airport Ferry Vehicle Pass

Description: This bank contains applications received from individuals who require a ferry vehicle pass to the Toronto City Centre Airport. It includes names, addresses, phone numbers and vehicle information. **Class of Individuals:** TPA employees and airport tenants. **Purpose:** This bank processes ferry vehicle pass applications. **Consistent Uses:** The information in this bank would be used in the event of suspected fare evasion on the airport ferry. **Retention and Disposal Standards:** Applications are retained for one year after expiry of the pass and then destroyed. **TBS Registration:** 004373 **Bank Number:** TPA PPE 815

Airport Parking Pass

Description: This bank contains applications received from individuals who require a parking pass for the mainland Toronto City Centre Airport parking lot. It includes names, addresses, phone numbers and vehicle information. **Class of Individuals:** TPA employees and

airport tenants. **Purpose:** This bank processes parking pass applications. **Consistent Uses:** The information in this bank would be used in the event of suspected unauthorized parking at the parking lot. **Retention and Disposal Standards:** Applications are retained for one year after expiry of the pass and then destroyed. **TBS Registration:** 004374 **Bank Number:** TPA PPE 820

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Discipline

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Reliability Checks

Security Clearances

Staffing

Training and Development

Travel and Relocation

Transport Canada

Chapter 135

Particular Banks

Employee Assistance Program (EAP)

Description: This bank contains confidential information regarding employee's involvement in counselling, source and reason for referral, case chronology, recommendations and referral and client demographics. **Class of Individuals:** Transport Canada employees using counselling services. **Purpose:** The purpose of this bank is to record information necessary to administer the Employee Assistance Program and respond effectively to client needs. **Consistent Uses:** To support counsellor decisions regarding employee assistance measures (e.g. referrals, recommendations, follow-up). **Retention and Disposal Standards:** The records are destroyed two years following the date of the most recent employee

assistance activity. **PAC Number:** 86-001 **TBS Registration:** 001069 **Bank Number:** DOT PPE 803

Incentive Awards

Description: The bank includes information on public servants who have been nominated for awards under the federal government's Incentive Awards Plan and the departmental awards programs. Such information may include curricula vitae, performance evaluations, narratives in support of meritorious contributions related to their duties or practised suggestions for improvement of public service operations, and completed recommendation reports concerning either the Merit Award or the Suggestion Award. **Class of Individuals:** Employees of the Department who have been nominated for awards under the federal government's Incentive

Awards Plan or the departmental awards programs. **Purpose:** To identify individuals who have been nominated for awards under the federal government's Incentive Awards Plan and the departmental awards programs. **Consistent Uses:** The information in this bank is used to establish precedents for awards and to provide an audit trail for the disbursements of funds. **Retention and Disposal Standards:** Operational files are kept for a minimum of two years, and then destroyed; financial files for six years, and then destroyed; and precedent-setting files for 15 years, and then destroyed. **PAC Number:** 86-001 **TBS Registration:** 002306 **Bank Number:** DOT PPE 808

Personnel Management System

Description: The Department maintains a personnel management information system on positions and employees. Data cover leave, base pay, staffing, classification, official languages, employment equity and staff relations. **Class of Individuals:** Transport Canada employees. **Purpose:** The information is used as a management tool, as well as to interface with central agencies. **Retention and Disposal Standards:** Files are retained for five years (subject to review). **PAC Number:** 86-001 **TBS Registration:** 001073 **Bank Number:** DOT PPE 801

Identification/Access Control System

Description: This bank contains personal information such as name, date of birth, height hair and eye colour, signature and photo. **Class of Individuals:** Individuals employed directly or indirectly by Transport Canada. **Purpose:** The bank is used to establish and confirm an employee's identity. **Consistent Uses:** To provide Transport Canada employees with official identification and controlled access to certain Transport Canada facilities, and to complement and enhance the existing security infrastructure. **Retention and Disposal Standards:**

Personal information is deleted upon an employee's departure from the Department. The access/ identification card, which is generated by the system for indeterminate employees is retained for a period of two years after an employee's departure from the Department **TBS Registration:** 004477 **Bank Number:** DOT PPE 825

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Security Clearances

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Transportation Safety Board of Canada

Chapter 136

Particular Banks

Employee Profiles

Description: This bank which includes an employee photograph, contains information on employees such as position title, branch, division, location, group and level; and personal information on employees such as education, occupational certification, work experience, first official language and other language skills. This information is compiled by means of employee résumés and will include the employee's own input. This information is then used to compile an employee profile and the data is updated on a semi-annual basis to take into account reclassification, promotions, as well as the inclusion of new employees in the TSB. **Class of Individuals:** Current indeterminate and new employees. **Purpose:** This information is compiled to maintain a bank

of personal information on current employees for the use of senior management and personnel officers. **Consistent Uses:** The Board will collect data to be used for succession planning, qualification reviews, linguistic skills, inventory, human resource management reports, and simply to put faces to names since there are numerous regional sites. Additionally, it is used from time to time to identify candidates for in-house temporary assignments. **Retention and Disposal Standards:** Information on current employees is retained by the Board for the period of employment and will then be destroyed during a semi-annual update of this bank. **TBS Registration:** 002982 **Bank Number:** TSB PPE 805

Gerry Saull Trophy

Description: The bank includes information on TSB employees who have been nominated for significant contribution and/or achievement directly related to the

advancement of aviation safety. *Class of Individuals:* TSB employees. *Purpose:* To identify employees who have been nominated for awards. *Consistent Uses:* The information in this bank is used to establish precedents for this award. *Retention and Disposal Standards:* Records are kept for six years and then transferred to National Archives. *TBS Registration:* 002983 *Bank Number:* TSB PPE 810

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Reliability Checks

Security Clearances

Staffing

Training and Development

Travel and Relocation

Treasury Board of Canada Secretariat

Chapter 137

Central Banks

Adjudication – Section 92 (PSSRA) References

Description: The bank contains information on grievances referred to adjudication for which a PSSRB decision has been received. *Class of Individuals:* All federal employees (Schedule 1, Part 1, of the Public Service Staff Relations Act) who have referred their grievances to adjudication. *Purpose:* The purpose of this bank is to maintain a record of adjudication decisions along with the related grievances. *Consistent Uses:* The information in this bank is used to provide background information for research purposes. *Retention and Disposal Standards:* Records are retained for 10 years and then destroyed. Some samples were transferred to the National Archives of Canada for retention. *PAC Number:* 94/011. *Related to PR#:* TBS SRB 440 *TBS Registration:* 001958 *Bank Number:* TBS PCE 708

Adjudication – Section 98 and 99 (PSSRA) References

Description: The bank contains information on section 99 references by the employer or bargaining agents and the PSSRB decisions. *Class of Individuals:* This information relates to all federal employees (Schedule 1, Part 1, of the Public Service Staff Relations Act) about whom references have been submitted. *Purpose:* The purpose of this bank is to maintain records of references made by the employer or bargaining agents, pursuant to the Public Service Staff Relations Act, who are seeking to enforce an obligation that is alleged to arise out of the

collective agreement or arbitral award. *Consistent Uses:* It is used to provide background information for research purposes. *Retention and Disposal Standards:* Records are retained for 10 years and then destroyed. Some samples were transferred to the National Archives of Canada for retention. *PAC Number:* 94/011 *Related to PR#:* TBS SRB 440 *TBS Registration:* 001959 *Bank Number:* TBS PCE 709

Certification

Description: This bank contains records of bargaining unit and bargaining agent certification, recertification and decertification, under the Public Service Staff Relations Act. *Class of Individuals:* All employees of the public service (Schedule 1, Part 1, of the Public Service Staff Relations Act) governed by the collective bargaining process. *Purpose:* The purpose of this bank is to maintain an accurate record of each bargaining agent's certification within the bounds of Schedule 1, Part 1, of the Public Service Staff Relations Act, as well as a record of position exclusions. The bank includes information on the Public Service Staff Relations Board's decision, the bargaining agent's application, the intervenor's position, the position exclusion lists and the employer's representations. *Consistent Uses:* The information in this bank is used for reference and to provide background for research purposes. *Retention and Disposal Standards:* Records are retained for 10 years and then destroyed. *PAC Number:* 94/011 *Related to PR#:* TBS SRB 445 *TBS Registration:* 001960 *Bank Number:* TBS PCE 710

Classification Grievances Tracking System

Description: This bank contains information on all aspects of position classification grievances submitted by employees in accordance to Classification Grievance policy. The bank contains information such as position title, position classification and rating, position number, supervisor's position number, employees' name and employees' Personal Record Identifier, committee's recommendation and deliberations. The system is linked with the Position and Classification Information System (PCIS). **Class of Individuals:** All federal employees for whom Treasury Board is classed as the employer under the Public Service Staff Relations Act, who have presented a classification grievance. **Purpose:** To maintain records of all classification grievances both delegated to departments and non-delegated.

Consistent Uses: The information is used to administer and monitor the application of the classification grievance policy, and to provide statistical data to other departments. It is also used in the research of precedents, and to ensure that the final and binding nature of the classification decision is respected.

Retention and Disposal Standards: Records are retained for 10 years and then destroyed. Some samples were transferred to the National Archives of Canada for retention. **PAC Number:** 93/031 **Related to PR#:** TBS PPB 415 **TBS Registration:** 001134 **Bank Number:** TBS PCE 707

Classification Standards Review System

Description: This system contains current and proposed position classification data for specific occupational groups under review. Data is restricted to occupied or encumbered positions within specific groups. Departments under PSSRA Schedule 1, Part 1 provided current classification data, indirectly via the Position and Classification Information System (PCIS) and proposed classification data directly. Occupied positions are confirmed by verification with the incumbent System.

Class of Individuals: Individuals occupying positions within the occupational groups under review. **Purpose:** The information bank is used to model and analyze proposed changes to specific classification standards under review and to make recommendations to the Treasury Board. **Consistent Uses:** The information bank is used to access the impact of revisions to the specific standards under review. Once recommendations are developed, the proposed classification changes are shared with Staff Relations Branch. The information bank is not shared with any organization outside the Federal Government. With Treasury Board approval, departments are requested to implement the new standard, based on the proposed classification originating in each department. **Retention and Disposal Standards:** Electronic records: the records are non-historical and can be destroyed whenever the operational needs are met. Textual records: there are no textual records. **PAC**

Number: 93/031 **TBS Registration:** 005049
Bank Number: TBS PCE 733

Complaints by Bargaining Agents

Description: The bank contains human representations made by complainants, their bargaining agents or legal

representatives, as well as the decisions of the Public Service Staff Relations Board. **Class of Individuals:** All federal employees (Schedule 1, Part 1, of the Public Service Staff Relations Act) who have submitted complaints or on whose behalf complaints have been submitted. **Purpose:** The purpose of this bank is to maintain records of complaints made by bargaining agents on behalf of individuals pursuant to the Public Service Staff Relations Act. **Consistent Uses:** Information in the bank is used to provide background information for research purposes. **Retention and Disposal Standards:** Records are retained for 10 years and then destroyed. Some samples were transferred to the National Archives of Canada for retention. **PAC Number:** 94/011 **Related to PR#:** TBS SRB 470 **TBS Registration:** 001961 **Bank Number:** TBS PCE 711

Complaints – Canadian Human Rights Commission

Description: This bank contains complaints lodged against Treasury Board and related CHRC's decisions, as well as those of a tribunal and/or court, if applicable. This information relates to individuals who have lodged a CHRC complaint against Treasury Board. The purpose of this bank is to record information necessary for dealing with CHRC complaints lodged against Treasury Board. Consistent uses are to provide specific and general documentation for research purposes. **Class of Individuals:** This information relates to individuals who have lodged a CHRC complaint against Treasury Board.

Purpose: The purpose of this bank is to record information necessary for dealing with CHRC complaints lodged against the Treasury Board. **Consistent Uses:** Consistent uses are to provide specific and general documentation for research purposes. **Retention and Disposal Standards:** Human Rights complaints in general are retained for 10 years and then destroyed. Complaints related to disability insurance are retained for 20 years and then destroyed. Complaints related to the Public Service Management Insurance Plan (PSMIP) need to be determined. Complaints related to pensions are retained for 25 years and then transferred to the National Archives of Canada. Complaints related to the Public Service Health Care Plan (PSHCP) need to be determined. Complaints related to official languages equitable participation are retained for 10 years and then sent to the National Archives of Canada. Complaints related to pay for work of equal value are retained for 10 years and then destroyed. Complaints related to nursing group are retained for 25 years and then transferred to the National Archives of Canada. Complaints related to the Hospital Services Group are retained for 25 years and then destroyed. Complaints related to maternity leave without pay need to be determined. **PAC Number:** 93/031, 94/004 and 94/011 **TBS Registration:** 005050 **Bank Number:** TBS PPE 803

Employment Equity Data Bank (EEDB) (Previously "System for Human Resources Monitoring" (SHURM))

Description: This bank contains information on those employees of the federal public service (PSSRA Schedule 1, Part 1 population) who have self-identified as being in one or more of the minority designated groups, i.e. Aboriginal people, persons with disabilities and members

of visible minority groups. The bank facilitates comparison of their representation in the Public Service to their presence in the Canadian workforce. The bank is also used to analyze and monitor the situation and progress of the minority designated groups, as compared to the rest of the public service, in terms of regional and occupational distribution, mobility, etc. These comparisons are made periodically in order to determine the situation with respect to employment equity in the public service and to identify areas where improvement is needed. With the consent of the individual to whom it refers, self-identification information may also be used for human resources management purposes related to the employer's obligations under the Employment Equity Act. Personal information indicating that an individual is a member of a minority designated group may be matched, using the personal record identifier, to other files, such as the Incumbent File, other appropriate files of the Personnel Management Information System (PMIS), the Position and Classification Information System (PCIS), all from the Treasury Board Secretariat, and human resource data files of the Public Service Commission, such as the Quarterly Statistics File, the Appointment Information Management System and the Priority Administration System. The bank contains data extracted from the Government of Canada's self-identification form and departmental versions thereof. In particular, the bank contains the Personal Record Identifier and data indicating that an individual is a member of one or more minority designated groups. Data in the bank is matched (via the Personal Record Identifier) to the above-mentioned files in order to obtain information relating to age, sex, occupational group, subgroup and level, salary, etc., so that tabulations can be produced in support of analysis as described above. The bank acquires information from other banks containing self-identification data, such as the standard departmental employment equity bank (PSE 918), and serves as the source of an annual exercise for reconciliation with these departmental banks. An individual requesting to access self-identification information on him/herself should submit a written request, including his/her Personal Record Identifier.

Class of Individuals: All current employees for whom Treasury Board is classed as the employer under the Public Service Staff Relations Act, Schedule 1, Part 1.

Purpose: Self-identification information is collected under the authorities and obligations described in the Employment Equity Act. Pursuant to the general powers described under the Financial Administration Act and the Public Service Staff Relations Act, the Treasury Board maintains personnel information systems on public service employees. This bank is the primary source of data for Treasury Board Secretariat users and is used for planning, implementing, evaluating and monitoring government policies. The bank is used to respond to special requests for information and to conduct research, special studies and surveys as these relate to personnel information and Access to Information and Privacy requests. **Retention and Disposal Standards:** Electronic records: fiscal year master files are transferred yearly to the National Archives of Canada. Textual records: records

are retained for 10 years and then destroyed. **PAC Number:** 93/031 and 94/004 **TBS Registration:** 003560 **Bank Number:** TBS PCE 706

Enlargement of Time to Present a Grievance

Description: The bank contains information and Public Service Staff Relations Board decisions on employee requests for enlargement of time to present grievances.

Class of Individuals: Federal employees (Schedule 1, Part 1, Public Service Staff Relations Act) who are requesting an enlargement of time to present their grievances. **Purpose:** The purpose of this bank is to maintain records of employees who have requested an enlargement of time to present their grievances.

Consistent Uses: The information in this bank is used for reference and to provide background information for research purposes. **Retention and Disposal Standards:** Records are retained for 10 years and then destroyed. Some samples were transferred to the National Archives of Canada for retention. **PAC Number:** 94/011 **Related to PR#:** TBS SRB 440, 470 **TBS Registration:** 001744 **Bank Number:** TBS PCE 721

Entitlements and Deductions System

Description: This bank contains individual federal employee data relating to pay and benefits. The employee record contains information concerning personal characteristics, including sex, Personal Record Identifier, date of birth, salary, name and classification. Also included are the reference numbers for various insurance and medical plans and the entitlements and deductions of each individual. **Class of Individuals:** All current employees for whom Treasury Board is classed as the employer under the Public Service Staff Relations Act, Schedule 1, Part 1. Also included are some of the employees employed by the separate employers identified under schedule 1, Part 2 of the Public Service Staff Relations Act. **Purpose:** Personnel management information is collected under the authorities and obligations described in the Financial Administration Act (FAA) and the Public Service Staff Relations Act (PSSRA). Pursuant to the general powers described under the FAA and the PSSRA, the Treasury Board maintains personnel information systems on public service employees. This bank is the prime source of pay and benefits data for Treasury Board Secretariat users and is used for planning, implementing, evaluating and monitoring government policies. The information is used to support human resources planning and management, which include collective bargaining, compensation analysis, official languages, employment equity, and personnel policy planning, implementation, evaluation and monitoring. The bank is also used to support the development and administration of various insurance and medical plans, to respond to special requests for information and to conduct research, special studies and surveys as it relates to employee-related personnel information and Access to Information and Privacy requests. **Consistent Uses:** Information may be provided to the Employment Equity Data Bank, the Public Service Commission, public service bargaining agents, Statistics Canada, insurers of public service group insurance plans, the Public Service Staff Relations Board and other federal departments or

agencies. This system may be used as a source of information or for linking with the following systems: Incumbent System, Leave Reporting System, Extra Duty Reporting System, Position and Classification Information System (PCIS), Mobility File, Leave Without Pay System, Training and Development Information System, Public Service Pay System, Executive and Management Compensation System and the EDP Statistical Systems bank (PSC PCE 761) held by the Public Service Commission. All linkages for the purpose of administering human resources and compensation plans are in compliance with the provisions of the Privacy Act.

Retention and Disposal Standards: Electronic records: retained for 25 years and then destroyed. Textual records: retained for 10 years and then destroyed. **PAC Number** 93/031 and 94/011 **Related to PR#:** TBS SRB 510 **TBS Registration:** 002321 **Bank Number:** TBS PCE 716

Exclusion System (EXCL)

Description: This bank contains individual federal employee data relating to exclusions. The employee record contains information concerning personal characteristics, including sex, name, appointment dates and employee classification. Also included is information concerning reasons for exclusions. **Class of Individuals:** All former and currently excluded employees for whom Treasury Board is classed as the employer under the Public Service Staff Relations Act. **Purpose:** Personnel management information is collected under the authorities and obligations described in the Financial Administration Act (FAA) and the Public Service Staff Relations Act (PSSRA). Pursuant to the general powers described under the FAA and the PSSRA, the Treasury Board maintains personnel information systems on public service employees. This bank is the prime source of exclusions data for Treasury Board Secretariat users and is used for monitoring the exclusions process as well as to support human resources planning and management, which include collective bargaining, designations, compensation analysis, and personnel policy planning, implementation, evaluation and monitoring. It is also used to respond to special requests for information and to conduct research, special studies and surveys as it relates to employee-related personnel information and Access to Information and Privacy requests. **Consistent Uses:** Information may be provided to public service bargaining agents, the Employment Equity Data Bank, the Public Service Staff Relations Board and other federal departments or agencies. This system may be used as a source of information or for linking with the following systems: Incumbent System, Entitlements and Deductions System, Leave Reporting System, Extra Duty Reporting System, Mobility File, Leave Without Pay System, Public Service Pay System (WPGS), Executive and Management Compensation System and the Position and Classification Information System (PCIS). All linkages for the purpose of administering human resources and compensation plans are in compliance with the provisions of the Privacy Act. **Retention and Disposal Standards:** Electronic records the records are non-historical and can be destroyed whenever the operational needs are met. Textual records: retained for 10 years and then destroyed. **PAC Number:**

94/011 **Related to PR#:** TBS SRB 510 **TBS Registration:** 005051 **Bank Number:** TBS PCE 714

Executive and Management Compensation System

Description: This system contains current employee data for all members of the Executive Group employed in departments under PSSRA Schedule 1, Part 1. The data is updated monthly by the incumbent System. **Class of Individuals:** Individual members of the Executive Group currently employed within departments subject to PSSRA Schedule 1, Part 1. **Purpose:** The information bank is used to develop Executive Group compensation plans and human resource policy initiatives and to monitor departmental compliance with policies. **Consistent Uses:** The information bank is used to develop Executive Group compensation plans and human resource policy initiatives and to monitor departmental compliance with policies. The bank is also used to model and analyze proposed changes to the compensation plans. Proposals are developed in consultation with the Privy Council Office. Aggregated data are presented to the Committee on Executive Compensation (Burns Committee) for consideration and recommendation. **Retention and Disposal Standards:** Electronic records: the system is obsolete and electronic records have not been sent to National Archives since 1995. Textual records: retained for 10 years and transferred to the National Archives of Canada. **PAC Number:** 93/031 **Related to PR#:** TBS **Registration:** 005052 **Bank Number:** TBS PCE 730

Executive Group Classification Information System

Description: This bank contains classification information on individual Executive Group positions in the Public Service. **Class of Individuals:** All current federal employees for who the Treasury Board is classed as the employer under the Public Service Staff Relations Act, Schedule 1, Part 1. **Purpose:** To provide information for monitoring, analysis and other purposes related to the organization of departments and the Executive Group classification process. **Consistent Uses:** Also used for research and statistical purposes. **Retention and Disposal Standards:** Electronic records: transferred yearly to the National Archives of Canada. Textual records: retained for 10 years and transferred to the National Archives of Canada. **PAC Number:** 93/031 **TBS Registration:** 005053 **Bank Number:** TBS PCE 736

Extra Duty Reporting System

Description: This bank contains individual federal employee data relating to overtime and extra duty usage. The employee record contains information concerning personal characteristics, including sex, Personal Record Identifier, date of birth, name, salary, classification, hours and frequency and type of overtime. **Class of Individuals:** All current employees for whom Treasury Board is classed as the employer under the Public Service Staff Relations Act, Schedule 1, Part 1. **Purpose:** Personnel management information is collected under the authorities and obligations described in the Financial Administration Act (FAA) and the Public Service Staff Relations Act (PSSRA). Pursuant to the general powers described under the FAA and the PSSRA, the Treasury Board maintains personnel information systems on public

service employees. This bank is the prime source of overtime and extra duty usage data for Treasury Board Secretariat users and is used for planning, implementing, evaluating and monitoring government policies. The information is used to support human resources planning and management, which include collective bargaining, compensation analysis, employment equity programs, and personnel policy planning, implementation, evaluation and monitoring. The bank is also used to respond to special requests for information and to conduct research, special studies and surveys as it relates to employee-related personnel information and Access to Information and Privacy requests. **Consistent Uses:** Information is provided to the Employment Equity Data Bank, Statistics Canada and other federal departments or agencies. This system may be used as a source of information or for linking with the following systems: Incumbent System, Entitlements and Deductions System, Leave Reporting System, Public Service Pay System, Executive and Management Compensation System and the EDP Statistical Systems bank (PSC PCE 761) held by the Public Service Commission. All linkages for the purpose of administering human resources and compensation plans are in compliance with the provisions of the Privacy Act. **Retention and Disposal Standards:** Electronic records: the records are non-historical and can be destroyed whenever the operational needs are met. Textual records: All records excluding records on Negotiations are retained for 10 years and then destroyed. Files on Negotiations are retained for 10 years and transferred to the National Archives of Canada. **PAC Number:** 93/031 and 94/011 **Related to PR#:** TBS SRB 510 **TBS Registration:** 005054 **Bank Number:** TBS PCE 717

Grievances

Description: The bank contains information on grievances referred to adjudication that were withdrawn by the grievors. **Class of Individuals:** All federal employees (Schedule 1, Part 1, Public Service Staff Relations Act) who have referred their grievances to adjudication. **Purpose:** The purpose of this bank is to maintain records of grievances that were submitted for adjudication but were withdrawn, settled or otherwise resolved, thereby rendering an adjudication decision unnecessary. **Consistent Uses:** The information in the bank is also used to provide background information for research purposes. **Retention and Disposal Standards:** Records are retained for 10 years and then destroyed. Some samples were transferred to the National Archives of Canada for retention. **PAC Number:** 94/011 **Related to PR#:** TBS SRB 470 **TBS Registration:** 005055 **Bank Number:** TBS PCE 712

Incentive Awards

Description: The bank includes information on public servants who have been nominated for awards under the federal government's Incentive Awards Plan and the new Recognition Policy. Such information may include curriculum vitae, narratives in support of meritorious contributions related to their duties or practical suggestions for improvement of Public Service operations. **Class of Individuals:** All employees of the

public service who have been nominated for awards under the Incentive Awards Plan and Recognition Policy.

Purpose: The purpose of this bank is to identify individuals who have been nominated for awards under the federal government's Incentive Awards Plan. **Consistent Uses:** The information in this bank is used to establish precedents for awards and to provide an audit trail for the disbursements of funds. **Retention and Disposal Standards:** Electronic records: two years. Textual, records: most of the files are retained for 10 years and then destroyed. **PAC Number:** 93/031 **Related to PR#:** TBS APB 110 **TBS Registration:** 005056 **Bank Number:** TBS PCE 702

Incumbent System

Description: This bank contains individual federal employee data relating to personnel matters. The employee record contains information concerning personal characteristics, including age, sex, personal record identifier, date of birth, name, salary, appointment dates, classification, Superannuation number and years of continuous/pensionable service. Also included are information concerning collective bargaining, exclusions, bargaining agents and languages. **Class of Individuals:** All current employees for whom Treasury Board is classed as the employer under the Public Service Staff Relations Act, Schedule 1, Part 1. Also included are some of the employees employed by the separate employers identified under Schedule 1 Part 2 of the Public Service Staff Relations Act. **Purpose:** Personnel management information is collected under the authorities and obligations described in the Financial Administration Act (FAA) and the Public Service Staff Relations Act (PSSRA). Pursuant to the general powers described under the FAA and the PSSRA, the Treasury Board maintains personnel information systems on public service employees. This bank is the prime source of incumbent data for Treasury Board Secretariat users and is used for planning, implementing, evaluating and monitoring government policies. The information it contains is used to support human resources planning and management, which include collective bargaining, exclusions, designations, compensation analysis, official languages, employment equity programs, and personnel policy planning, implementation, evaluation and monitoring. The bank is also used to support the development and administration of various insurance and medical plans, to respond to special requests for information and to conduct research, special studies and surveys as it relates to employee-related personnel information and Access to Information and Privacy requests. **Consistent Uses:** Information is provided to the Employment Equity Data Bank, the Public Service Commission, public service bargaining agents, Statistics Canada, insurers of public service group insurance plans, the Public Service Staff Relations Board and other federal departments or agencies. This system is used as a source of information or for linking with the following systems: Entitlements and Deductions System, Leave Reporting System, Extra Duty Reporting System, Mobility File, Leave Without Pay System, Training and Development Information System, Position and Classification Information System (PCIS), Public Service

Pay System, Executive and Management Compensation System and the EDP Statistical Systems bank (PSC PCE 761) held by the Public Service Commission. All linkages for the purpose of administering human resources and compensation plans are in compliance with the provisions of the Privacy Act. **Retention and Disposal Standards:** Electronic records: transferred to the National Archives of Canada on a yearly basis for permanent retention. Textual records: records are retained for 10 years and are generally transferred to the National Archives of Canada. **PAC Number:** 93/031 and 94/011 **Related to PR#:** TBS SRB 510 **TBS Registration:** 002316 **Bank Number:** TBS PCE 723

Harassment Complaints

Description: This bank contains letters of harassment-at-the-workplace complaints and related information. This information relates to individuals who have written to the President of the Treasury Board or to Treasury Board Secretariat officials regarding their harassment complaints. The purpose of this bank is to record information necessary for responding to letters of harassment complaints. Consistent uses are to provide specific and general documentation for research purposes. **Class of Individuals:** This information related to individuals who have written to the President of the Treasury Board or to the Treasury Board Secretariat officials regarding their harassment complaints. **Purpose:** The purpose of this bank is to record information necessary for responding to letters of harassment complaints. **Consistent Uses:** Consistent uses are to provide specific and general documentation for research purposes. **Retention and Disposal Standards:** Records are retained for 10 years and transferred to the National Archives of Canada. **PAC Number:** 93/031 **Related to PR#:** TBS PPB 340 **TBS Registration:** 003582 **Bank Number:** TBS PPE 804

Language Training Module (LTM)

Description: The LTM is a central bank containing information on language training provided to public servants at government expense. Primarily, the bank includes information such as proficiency levels trained to, hours used for language training and type of training received. The social insurance number will be used until such time as it is phased out and replaced by a unique federal employee identifier. Source of the data: Departments and Agencies are responsible to update the LTM using the LTIF A-8 form. There is an interface between the Language Training System (LTS) of the Public Service Commission (PSC) and the LTM for training related to statutory needs and Government-Wide Corporate needs. The training related to other needs is reported to the LTM by departments and agencies. An interface also exists between the Official Languages Information System (OLIS) – TBS PCF 703 – and the LTM of the Treasury Board Secretariat. **Class of Individuals:** The information relates to public servants, current and previous, of departments and agencies listed in Schedule 1, Part 1 of the Public Service Staff Relations Act and, as of April 1990, to employees from organizations listed in Schedule 1, Part 2 of the Public Service Staff Relations

Act. **Purpose:** The purpose of this bank is to provide accurate, timely and reliable information to support the Government, Central Agencies, Departments and Agencies in the implementation and control of that segment of the Official Languages Program that pertains to language training provided to public servants.

Consistent Uses: The information is used by the departments involved as well as by the central agencies for reference, research and statistical purposes to monitor that segment of the Official Languages Program that pertains to language training provided to public servants. All linkages done using LTS and OLIS are in compliance with provisions of the Privacy Act. **Retention and Disposal Standards:** **Electronic records: the records are non-historical.** Quarterly Extract Files are retained for 25 years. Textual records: retained for 10 years and then destroyed. Information from the LTM is available up to March 31 1996, date on which the system was eliminated. **PAC Number** 94/004 **TBS Registration:** 005057 **Bank Number:** TBS PCE 704

Leave Reporting System

Description: This bank contains individual federal employee data relating to leave. The employee record contains information concerning personal characteristics, including sex, personal record identifier, name, salary, age, classification, hours, frequency and duration of the various leaves taken by individuals. **Class of Individuals:** All current employees for whom Treasury Board is classed as the employer under the Public Service Staff Relations Act. **Purpose:** Personnel management information is collected under the authorities and obligations described in the Financial Administration Act (FAA) and the Public Service Staff Relations Act (PSSRA). Pursuant to the general powers described under the FAA and the PSSRA, the Treasury Board maintains personnel information systems on public service employees. This bank is the prime source of leave data for Treasury Board Secretariat users and is used for planning, implementing, evaluating and monitoring government policies. The information is used to support human resources planning and management, which include collective bargaining, compensation analysis, employment equity programs, and personnel policy planning, implementation, evaluation and monitoring. The bank is also used to respond to special requests for information and to conduct research, special studies and surveys as it relates to employee-related personnel information and Access to Information and Privacy requests. **Consistent Uses:** Information may be provided to the Employment Equity Data Bank, the Public Service Commission, Statistics Canada and other federal departments or agencies. Aggregated data on senior levels are presented to external advisory committees for consideration and recommendation. This system may be used as a source of information or for linking with the following systems: Incumbent System, Entitlements and Deductions System, Extra Duty Reporting System, Mobility File, Leave Without Pay System, Position and Classification Information System (PCIS), Public Service Pay System, Executive and Management Compensation System and the EDP Statistical Systems bank (PSC PCE 761) held by the

Public Service Commission. All linkages for the purpose of administering human resources and compensation plans are in compliance with the provisions of the Privacy Act. **Retention and Disposal Standards:** Electronic records: the records are non-historical and can be destroyed whenever the operational needs are met. Textual records: retained for 10 years and then destroyed. **PAC Number:** 93/031 and 94/011 **Related to PR#:** TBS SRB 510 **TBS Registration:** 005058 **Bank Number:** TBS PCE 718

Leave Without Pay System

Description: This bank contains individual federal employee data relating to leave without pay. The employee record contains information concerning personal characteristics, including age, sex, personal record identifier, date of birth, name, salary, appointment dates and classification. Information is also included concerning the reason for leave without pay and the effective and return dates. **Class of Individuals:** All employees for whom Treasury Board is the employer under the Public Service Staff Relations Act, Schedule 1, Part 1. Also included are some of the employees employed by the separate employers identified under schedule 1, Part 2 of the Public Service Staff Relations Act. **Purpose:** Personnel management information is collected under the authorities and obligations described in the Financial Administration Act (FAA) and the Public Service Staff Relations Act (PSSRA). Pursuant to the general powers described under the FAA and the PSSRA, the Treasury Board maintains personnel information systems on public service employees. This bank is the prime source of leave- without-pay data for Treasury Board Secretariat users and is used for planning, implementing, evaluating and monitoring government policies. The information is used to support human resources planning and management, which include collective bargaining, compensation analysis, employment equity programs, and personnel policy planning, implementation, evaluation and monitoring. The bank is also used to respond to special requests for information and to conduct research, special studies and surveys as it relates to employee-related personnel information and Access to Information and Privacy requests. **Consistent Uses:** Information is provided to the Employment Equity Data Bank, the Public Service Commission, public service bargaining agents, Statistics Canada, and other federal departments and agencies. Aggregated data on senior levels are presented to external advisory committees for consideration and recommendation. This system may be used as a source of information or for linking with the following systems: Incumbent System, Entitlements and Deductions System, Extra Duty Reporting System, Leave Reporting System, Mobility File, Training and Development Information System, Position and Classification Information System (PCIS), Public Service Pay System, Executive and Management Compensation System and the EDP Statistical Systems bank (PSC PCE 761) held by the Public Service Commission. All linkages for the purpose of administering human resources and compensation plans are in compliance with the provisions of the Privacy Act. **Retention and Disposal Standards:** Electronic records: the records are non-historical and can

be destroyed whenever the operational needs are met. Textual records: retained for 10 years and then destroyed. **PAC Number:** 93/031 and 94/011 **Related to PR#:** TBS SRB 510 **TBS Registration:** 005059 **Bank Number:** TBS PCE 720

Mobility File

Description: This bank contains individual federal employee data relating to the mobility of public servants. The employee record contains information concerning personal characteristics, including age, sex, personal record identifier, date of birth, name, appointment dates and classification. Also included is information concerning the reason for mobility and the effective dates. **Class of Individuals:** All employees for whom Treasury Board is the employer under the Public Service Staff Relations Act, Schedule 1, Part 1. Also included are some of the employees employed by the separate employers identified under schedule 1, Part 2 of the Public Service Staff Relations Act. **Purpose:** Personnel management information is collected under the authorities and obligations described in the Financial Administration Act (FAA) and the Public Service Staff Relations Act (PSSRA). Pursuant to the general powers described under the FAA and the PSSRA, the Treasury Board maintains personnel information systems on public service employees. This bank is the prime source of mobility data for Treasury Board Secretariat users and is used for planning, implementing, evaluating and monitoring government policies. The information it contains is used to support human resources planning and management, which include collective bargaining, compensation analysis, employment equity programs, and personnel policy planning, implementation, evaluation and monitoring. The bank is also used to respond to special requests for information and to conduct research, special studies and surveys as it relates to employee-related personnel information and Access to Information and Privacy requests. **Consistent Uses:** Information is provided to the Employment Equity Data Bank, the Public Service Commission, Statistics Canada and other federal departments or agencies. Aggregated data on senior levels are presented to external advisory committees for consideration and recommendation. This system may be used as a source of information or for linking with the following systems: Incumbent System, Entitlements and Deductions System, Extra Duty Reporting System, Leave Reporting System, Training and Development Information System, Position and Classification Information System (PCIS), Public Service Pay System, Executive and Management Compensation and the EDP Statistical Systems bank (PSC PCE 761) held by the Public Service Commission. All linkages for the purpose of administering human resources and compensation plans are in compliance with the provisions of the Privacy Act. **Retention and Disposal Standards:** Electronic records: data is transferred yearly to the National Archives of Canada Textual records: retained for 10 years and transferred to the National Archives of Canada. **PAC Number:** 93/031 and 94/011 **Related to PR#:** TBS SRB 510 **TBS Registration:** 005060 **Bank Number:** TBS PCE 724

National Joint Council Grievances

Description: This bank contains information on grievances referred to the final level of the National Joint Council redress procedure. Files usually contain grievance forms specifying the name, address, telephone number, job classification, department and work location of the griever, as well as earlier level replies and background information pertinent to each case. This background information will vary according to the subject of the grievance but may include information concerning travel and relocation itineraries and expense claims, job search activities and results, and, very infrequently, health information on the griever. **Class of Individuals:** Federal employees named in Parts I and II of Schedule I of the Public Service Staff Relations Act (when both employer and bargaining agent are NJC participants) who have referred their grievances to the final level, the NJC Administrative Committee. **Purpose:** Information in this bank is obtained primarily from the General Secretary of the NJC and is compiled to resolve, in accordance with the NJC by-laws (section 7 – Resolution of Grievances), alleged misinterpretations or misapplications of policies, directives or regulations which have been the subject of NJC consultations and have been adopted by the NJC. This information is used by officers of the Treasury Board Secretariat to develop the employer's position in response to employees' grievances referred to the NJC.

Consistent Uses: Information is used for internal research to make comparisons between previous and present cases in an effort to identify precedents.

Retention and Disposal Standards: Electronic records: retention to be determined. Textual records: Retained for 10 years and then transferred to the National Archives of Canada for permanent retention. **PAC Number:** 94/011 **Related to PR#:** TBS PPB 450 **TBS Registration:** 002569 **Bank Number:** TBS PCE 735

Official Languages Information System (OLIS II)

Description: OLIS II is a central file containing information from institutions on the resources necessary to meet their official languages obligations. The file includes information such as the employment category, the first official language, the communications requirements related to service to the public, internal services and supervision. Source of data: Data are provided by the institutions either by filling out five tables or by submitting an electronic file on an annual basis. **Class of Individuals:** All employees of the federal institutions and privatized organizations subject to the Official Languages Act except employees of the Public Service (Annex 1, Part 1 of the Public Service Staff Relations Act) that are appointed on a full time indeterminate or part time determinate for more than three months. **Purpose:** Pursuant to the 1988 Official Languages Act, the President of the Treasury Board must submit an annual report to Parliament on the status of the Official Languages Program. **Retention and Disposal Standards:** Electronic records: records are transferred yearly to the National Archives of Canada Textual records: retention to be determined. **PAC Number:** 94/004 **TBS Registration:** 005061 **Bank Number:** TBS PCE 703

Point of Contact (Assignment Service)

Description: This bank contains personal information such as name, address, telephone number, classification, department, language, employment history, employment status, curriculum vitae, skills assessment and referral results. **Class of Individuals:** Federal government employees (including separate employers and crown corporations) in finance, internal audit, program evaluation and human resources who have requested an interdepartmental assignment. **Purpose:** The bank maintains an inventory of candidates for the purpose of referring interested employees to departments who are looking to fill available assignments. **Consistent Uses:** The bank is used to identify employees for referral to available developmental assignment opportunities. It is also used for statistical purposes and human resources planning. **Retention and Disposal Standards:** Retention to be determined. **TBS Registration:** 002870 **Bank Number:** TBS PCE 740

Position Classification Information System (PCIS)

Description: This bank contains individual federal employee data relating to position classification matters. The system is used mainly to support the development and administration of the classification system and the Official Languages Program. The position record contains the Personal Record Identifier. Also included is information concerning position classification data, Official Languages Information System (OLIS) and Position Information Collection System (PICS). **Class of Individuals:** All current employees for whom Treasury Board is classed as the employer under the Public Service Staff Relations Act, Schedule 1, Part 1. **Purpose:** Personnel management information is collected under the authorities and obligations described in the Financial Administration Act (FAA) and the Public Service Staff Relations Act (PSSRA). Pursuant to the general powers described under the FAA and the PSSRA, the Treasury Board maintains personnel information systems on public service employees. This bank is a prime source of position data for Treasury Board Secretariat users and is used for planning, implementing, evaluating and monitoring government policies. The information it contains is used to support human resources planning and management, which include collective bargaining, compensation analysis, official languages, and personnel policy planning, implementation, evaluation and monitoring. The bank is also used to support the development and administration of the classification system within the public service, to respond to special requests for information and to conduct research, special studies and surveys as it relates to employee-related personnel information and Access to Information and Privacy requests. The results of monitoring activities may be forwarded to departments for review and action, if required. **Consistent Uses:** Information may be provided to the Employment Equity Data Bank, the Public Service Commission, public service bargaining agents, Statistics Canada and other federal departments or agencies. This system may be used as a source of information or for linking with the following systems: Incumbent System, Entitlements and Deductions System, Extra Duty

Reporting System, Leave Reporting System, Mobility File, Training and Development Information System, Public Service Pay System, Executive and Management Compensation System, the EDP Statistical Systems bank (PSC PCE 761) held by the Public Service Commission and departmental personnel information systems. All linkages for the purpose of administering human resources and compensation plans are in compliance with the provisions of the Privacy Act. **Retention and Disposal Standards:** Electronic records: Electronic records: Arrangements will be made to transfer records yearly to the National Archives of Canada. Textual records: there are no textual records. **Related to PR#:** TBS SRB 510 **TBS Registration:** 002318 **Bank Number:** TBS PCE 725

Public Service Pension Cases

Description: This bank contains information used to make decisions in individual pension cases where no clear precedent exists, or where the Treasury Board was empowered to hear appeals in the past. The information relates to specific situations and contains minimal employment/personal data relating to specific aspect of the individual's pension situation. **Class of Individuals:** Individuals who are subject to the following pension statutes: Public Service Superannuation Act, RCMP Superannuation Act, RCMP Pension Continuation Act, Canadian Forces Superannuation Act, Defence Services Pension Continuation Act. **Purpose:** To maintain a record of the circumstances leading to decisions in individual pension cases which are referred to by the pensions division, in order to maintain consistency of policy application. The personal information is collected in fulfilment of Treasury Board's obligation to administer pension statutes. **Consistent Uses:** The information contained in the bank may be used by the Pensions Division for statistical research purposes, for implementing and evaluating government pension policies. This bank may be used as a source of information or for linking with the following systems: incumbent System, the EDP Statistical Systems bank (PSC PCE 761) held by the Public Service Commission, the Superannuation Annuitant System Database (DSS PCE 701), and the Superannuation Hard Cover Files (DSS PCE 702) held by Supply and Services, the Pension File (DND PPE 859) held by National Defence, the RCMP Member Service Records (CMP PPE 802) held by the Royal Canadian Mounted Police. All linkages for the purpose of developing, administering human resources and Pension plans are in compliance with the provisions of the Privacy Act. **Retention and Disposal Standards:** Non-historical records are retained for 75 years and then destroyed. Records deemed historical are transferred to the National Archives of Canada after 25 years. **PAC Number:** 93/031 **Related to PR#:** TBS PPB 380 **TBS Registration:** 005062 **Bank Number:** TBS PCE 729

Relocation Policy Exceptions – Travel Policy, Individual Cases Exceptions.

Description: This bank contains ministerial and departmental correspondence; background documentation, information relating to Treasury Board submissions, memoranda to the President, decision

letters and analysts' notes on individual cases concerning requests for exceptions from the relocation policy. **Class of Individuals:** Any individuals whose relocation costs are partially or completely paid by the government. **Purpose:** Information is compiled to maintain a record of individual cases where decisions were provided relating to specific relocations. **Consistent Uses:** Information is used for research in policy development, and in considering other requests for relocation policy exceptions. **Retention and Disposal Standards:** Generally, the records are retained for 10 years and then destroyed. Records relating to Ex-gratia payments on relocation are retained for 10 years and then transferred to the National Archives of Canada. Textual records: retained for 10 years and then destroyed. **PAC Number:** 93/031, 91/009 **Related to PR#:** TBS PPB 360 **TBS Registration:** 005063 **Bank Number:** TBS PCE 727

Special Pension Plans

Description: This bank contains minimal information relating to appointment to positions, salary, length of service under the plan, and vital statistics on plan members and their survivors. **Class of Individuals:** Individuals who are subject to Governor General's Act and the Lieutenant Governors Superannuation Act; employees engaged by the Government outside Canada, certain senior public servants and certain Members of Parliament. **Purpose:** To calculate and authorize payment of pension benefits for both plan members and their survivors. The information is collected in fulfilment of Treasury Board's obligation to administer the pension statutes named in Class of Individuals above. **Consistent Uses:** The information contained in the bank may be used by the Pension Division for statistical reports and information sheets for related systems, and for developing and evaluating government pension policies. This bank may be used as a source of information or for linking with the following systems: Incumbent System, the EDP Statistical Systems bank (PSC PCE 761) held by the Public Service Commission, the Superannuation Annuitant System Database (DSS PCE 701), and the Superannuation Hard Cover Files (DSS PCE 702) held by Public Works and Government Services, the Pension File (DND PPE 859) held by National Defence, the RCMP Member Service Records (CMP PPE 802) held by the Royal Canadian Mounted Police. All linkages for the purpose of developing, administering human resources and pension plans are in compliance with the provisions of the Privacy Act. **Retention and Disposal Standards:** Non-historical records are retained for 75 years and then destroyed. Records deemed historical are transferred to the National Archives of Canada after 25 years. **PAC Number:** 93/031 **TBS Registration:** 005064 **Bank Number:** TBS PCE 734

Submissions to Treasury Board

Description: This bank contains personal information used for administrative purposes that is included in those submissions made by departments and agencies to the Treasury Board for the purpose of obtaining administrative, personnel or other authorities that the Treasury Board is empowered to grant. This information relates to employees of the public service and, in pension

cases, their dependants and survivors. The purpose of this bank is to record and maintain submissions made to the Treasury Board by departments and agencies concerning current or previous employees of a government institution. The information is used to present situations which by statute or specific direction require resolution by the Treasury Board. **Class of Individuals:** This information related to employees of the public service and, in pension cases, their dependants and survivors. **Purpose:** The purpose of this bank is to record and maintain submissions made to the Treasury Board by departments and agencies concerning current or previous employees of a government institution. The information is used to present situations which by statute or specific direction require resolution by the Treasury Board. **Retention and Disposal Standards:** Retention and disposal standards being finalized. **Note:** The information collected in this bank will be transferred to the Executive Group Classification Information System. **TBS Registration:** 003562 **Bank Number:** TBS PCE 701

Workforce Adjustment Monitoring (WFAM) System

Description: This system contains Workforce Adjustment cash-out information pertaining to all Federal Government employees, as specified under Class of Individuals below. This bank uses information which has been extracted from data submitted for three other systems, i.e. the Public Service Pay System (PSC), the Priority Administration System (PSC) and the Incumbent System (TBS). **Class of Individuals:** All employees, including Senior Management; for whom Treasury Board is the employer under PSSRA, Schedule 1, Part 1; who have been affected by the WFA policy (PMM Volume 4, Chapter 20, Section 10), or the Executive Employment Transition Policy who, in accordance with these policies, received payments in lieu of their unfulfilled surplus period. **Purpose:** This system is used to monitor the implementation and ongoing departmental compliance with the Work Force Adjustment Policies Departure Incentive Programs and Executive Employment Transition Policy. **Consistent Uses:** The WFAM system has been developed for the related policy groups in the Treasury Board Secretariat. Regularly scheduled electronic extracts are provided to the users, showing cumulative and year-to-date totals for employees receiving "cash-out" payments, as well as the amount and period for these payments. **Retention and Disposal Standards:** Electronic records: the records are non-historical and can be destroyed whenever the operational needs are met. Textual records: there are no textual records. **PAC Number:** 93/031 **TBS Registration:** 005065 **Bank Number:** TBS PCE 732

Particular Banks

Awards of Excellence

Description: The bank includes information on Treasury Board Secretariat employees who have been nominated for awards under the Secretariat's Exemplary Service Awards, including completed recommendation forms and other supporting data. **Class of Individuals:** All

employees of the Treasury Board Secretariat who have been nominated for awards under the Exemplary Service Awards plan. **Purpose:** The purpose of this bank is to maintain a record of individuals who have been nominated for awards under the Secretariat's Exemplary Service Awards plan. **Consistent Uses:** The information in this bank is used to establish precedents for awards and to provide an audit trail for the disbursements of funds and awards. **Retention and Disposal Standards:** The general file is retained for 10 years and transferred to the National Archives of Canada. The remaining files on Artwork, Financial considerations, Nominations, Presentations and Communications are retained for 10 years and then destroyed. **PAC Number:** 93/031 **Related to PR#:** TBS SEC 021 **TBS Registration:** 005066 **Bank Number:** TBS PPE 802

Departmental Assignments Program (DAP)

Description: This bank may contain résumés, appraisals, assignment agreements, references, interview information, referral results, employee requests for assignment forms, assignment proposal forms and general correspondence. **Class of Individuals:** Indeterminate federal government employees who have requested an assignment within Treasury Board as well as other departments. **Purpose:** This bank was created to maintain an inventory of employees interested in assignments outside of their home area, within Treasury Board and other departments. **Consistent Uses:** The information is used to identify interested employees for referral to available assignment opportunities within Treasury Board and other federal departments and agencies. It is also used for statistical purposes. **Retention and Disposal Standards:** Needs to be determined. **Related to PR#:** PSC PCE 762 **TBS Registration:** 005067 **Bank Number:** TBS PPE 805

Staff Ombudsman Files

Description: This bank contains information about concerns or problems raised with the departmental Staff Ombudsman by employees of the Treasury Board of Canada Secretariat. This may include, but is not limited to, information about unfair practices or systems, the conduct of other employees and issues of ethical behaviour, such as conflict of interest or activities that seem to be contrary to public service values and the public interest. This informal process is an alternative to more formal mechanisms, such as grievances, appeals and complaints. **Class of Individuals:** All employees of the Treasury Board of Canada Secretariat, at all levels, including managers. **Purpose:** This bank was created to maintain a record of all concerns and problems raised with the Staff Ombudsman in order to assist him/her with the following responsibilities: Advisor/Sounding Board; Information Source; Intervenor/Mediator; Consultant; On-site Visits; Meetings; and Reports. **Consistent Uses:** Preparation of generic reports presented to the Secretary of the Treasury Board concerning systemic employee concerns and problems, including the remedies being pursued. **Retention and Disposal Standards:** Retention period to be determined. **Related to PR#:** TBS OMB 001 **TBS Registration:** 004148 **Bank Number:** TBS PPE 806

Travel and Relocation and Other Expenses

Description: This bank contains authorizations, advances, claims, receipts, travel arrangements and itineraries and correspondence concerning travel, relocation or postings of employees, as well as information pertaining to any payment made to an employee such as reimbursement of training costs, hospitality, petty cash, membership fees, conference registration fees and other miscellaneous payments.

Class of Individuals: Employees of the Treasury Board Secretariat. **Purpose:** The purpose of this bank is to maintain information regarding travel, relocation, and postings of government employees, as well as reimbursement payments to employees. **Consistent Uses:** To administer the travel and relocation functions with respect to their approval as well as posting authorizations, advances, claims and employee and other miscellaneous payments. **Retention and Disposal Standards:** Records are destroyed six years following the fiscal year in which the travel or relocation claim was settled. **PAC Number:** 85-001 **Related to PR#:** TBS PPB 080, 090 **TBS Registration:** 001135 **Bank Number:** TBS PPE 801

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity

Grievances

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Reliability Checks

Security Clearances

Staffing

Training and Development

Trois-Rivières Port Authority

Chapter 138

Note: The Trois-Rivières Port Authority was established pursuant to the Canada Marine Act which received Royal Assent on the 11th day of June 1998. As a consequential

amendment, the port authority was added to Schedule I of the Access to Information Act and the Schedule of the Privacy Act.

Vancouver Port Authority

Chapter 139

Particular Banks

Garnishment

Description: This bank contains the legal documentation associated with the garnishment of salaries and fees in respect of individuals for whom garnishment action has been taken. **Class of Individuals:** Authority employees. **Purpose:** The purpose of this bank is to coordinate and control the garnishment process, to implement the pay administration aspects and to ensure the Authority responds to Court Orders within the time limits specified in the legislation. **Retention and Disposal Standards:** The records are retained for five years after administrative action is completed then destroyed. **TBS Registration:** 004279 **Bank Number:** VPA PPE 801

Human Resources Information System (HRIS)

Description: Employee database containing: name, home address and telephone number, emergency contact, birth date, sex, hire date, seniority date, pension date, job history, salary history, training, education and absences. **Class of Individuals:** Authority employees. **Purpose:** The purpose of this system is to produce reports to department heads in order to facilitate their personnel decision making. **Retention and Disposal Standards:** Computerized records are updated as required. **TBS Registration:** 004280 **Bank Number:** VPA PPE 802

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Security Clearances

Staffing

Training and Development

Veterans Affairs Canada

Chapter 140

Central Banks

Employee Medical Records at Ste. Anne's Hospital

Description: This bank contains some or all of the following types of information: medical, psychiatric, psychological and consultant's reports, findings and assessments, laboratory tests and reports, x-rays, and treatment and counselling reports. Persons seeking access to this information must supply their full name, date of birth and location of the record sought. **Class of Individuals:** Federal public servants, former public servants and prospective public servants at Ste. Anne's Hospital. **Purpose:** The purpose of this bank is to maintain occupational health records for federal public servants and prospective public servants including surveillance and maintenance of occupational and environmental health factors, pre-employment, periodic medical and mental health assessments, counselling, first aid and emergency treatment in the work place. The information is used to support medical, mental health, employment and pension decisions/ entitlements.

Consistent Uses: Administrative information may be used internally for program management purposes and for purposes of research, planning, evaluation, statistics and for internal audit purposes. Medical information can be used only by qualified personnel from the Health Service Office and Health Canada. **Retention and Disposal Standards:** Records are retained by the Personnel Directorate for two years after the employee has resigned from the Hospital. Upon expiry of the retention period, the records are transferred to the National Archives of Canada and are preserved in accordance with the regulations governing medical documents. **Related to PR#:** VAC MVA 025 **TBS Registration:** 003645 **Bank Number:** VAC PCE 705

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Reliability Checks

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Western Economic Diversification Canada

Chapter 141

Standard Banks

Please see the INTRODUCTION to this publication for the definition of Standard Banks and a description of their contents.

Attendance and Leave

Conflict of Interest and Post-Employment Code

Discipline

Employee Assistance

Employee Personnel Record

Employment Equity Program

Grievances

Harassment

Identification and Building-Pass Cards

Occupational Safety and Health

Official Languages

Parking

Pay and Benefits

Performance Reviews and Employee Appraisals

Recognition Policy

Security Clearances

Staffing

Training and Development

Travel and Relocation

Vehicle, Ship, Boat and Aircraft Accidents

Windsor Port Authority

Chapter 142

Note: The Windsor Port Authority was established pursuant to the Canada Marine Act which received Royal Assent on the 11th day of June 1998. As a

consequential amendment, the port authority was added to Schedule I of the Access to Information Act and the Schedule of the Privacy Act.

Yukon Surface Rights Board

Chapter 143

Note: The Yukon Surface Rights Board is subject to the Privacy and Access to Information Acts.

Yukon Territory Water Board

Chapter 144

Note: Information on the employees of the Yukon Territory Water Board is held by Indian and Northern Affairs Canada.

