

Military Police Complaints Commission of Canada

2021–22

Departmental Plan

The Honourable Harjit S. Sajjan
Minister of National Defence

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Chairperson’s Message

I am pleased to present the 2021-22 Departmental Plan for the Military Police Complaints Commission of Canada (MPCC).

This fiscal year will mark the tabling of the independent review of specified provisions of the *National Defence Act* (NDA) by the Minister of National Defence. This review is particularly meaningful to our organisation as the specified provisions under review include those relating to military justice (including the *Code of Service Discipline*), military grievances, the Canadian Forces Provost Marshal, and the Military Police Complaints Commission. As part of this review, the MPCC made submissions to the Independent Review Authority, including to be added as a designated entity to the Schedule under section 38 of the *Canada Evidence Act*. This is important to continue to deal with complaints involving sensitive information in a credible and resource-effective manner and carry out our oversight mandate as Parliament intended. Being a ‘designated entity’ would ensure timely access to the essential information we need to monitor and investigate complaints without going through the time-consuming procedures in the Federal Court.



We will also continue to adapt our work environment to the realities imposed by the COVID-19 pandemic as we advance our important work of investigating conduct and interference complaints and engage with the Canadian Armed Forces (CAF) through the MPCC’s Outreach program, which is key to building relationships with the Military Police, the community they serve and the public at large.

Finally, the employees of the MPCC are its greatest resource, and we will continue to promote a healthy, respectful, and inclusive work environment free of harassment. We will accomplish this through holding awareness seminars and by providing employees with the tools and resources to help themselves and others.

Original signed by

Hilary C. McCormack, LL.B.
Fellow Litigation Counsel of America
Chairperson

Plans at a glance

Improve the effectiveness and efficiency of the complaints resolution process: The Military Police Complaints Commission of Canada (MPCC) continues to review its investigation guidelines and processes and will explore how to leverage technology in order to enhance the timeliness, efficiency and fairness of the complaints resolution process.

Seek to be listed on the schedule of designated entities: The MPCC will continue to engage with its portfolio partners and on an intra-governmental basis to correct the MPCC’s anomalous absence from the *Canada Evidence Act* (CEA) schedule of designated entities.

Pursue the MPCC’s Outreach program: The MPCC will continue to pilot virtual outreach sessions to engage with the Canadian Forces Provost Marshal and bases across Canada as well as the Canadian Forces Military Police Academy to refine the MPCC’s Outreach program in order to reach key stakeholders and provide interactive sessions to Military Police members.

Promote a high-performing workforce and leadership development: In 2021, the MPCC is launching access to a new online learning platform in partnership with *LinkedIn* in order to continue to provide its employees opportunities for learning, professional and leadership growth opportunities in a virtual work environment.

Continue to promote mental wellness in the workplace: The MPCC continues to promote a respectful workplace and mental wellness in the workplace through positive interactions with staff by way of mental health awareness activities.

Diversity is MPCC’s Strength: The MPCC continues its commitment to develop a diverse work environment such as promoting diversity and inclusion and by providing a welcoming environment for employees from diverse equity groups, faith and members of the Lesbian, Gay, Bisexual, Transgender, Queer and Two-Spirit (LGBTQ2) communities.

For more information on the MPCC’s plans, priorities and planned results, see the “Core responsibilities: planned results and resources” section of this report.

Core responsibilities: planned results and resources

Independent Oversight of the Military Police

Description

Promote and ensure the highest standards of conduct of Military Police in the performance of policing duties and discourage interference in any Military Police investigation through independent and impartial reviews, investigations and hearings, which result in sound findings and recommendations.

Planning highlights

During the 2021-22 fiscal year, the Military Police Complaints Commission of Canada (MPCC) will:

- Continue to work with the Canadian Forces Provost Marshal (CFPM), the Deputy Commander Canadian Forces Military Police Group (CF MP Gp) and other senior Military Police staff to foster an environment that supports the acceptance and implementation of Military Police Complaints Commission recommendations. Such work includes the bi-annual Military Police Complaints Commission of Canada – Canadian Forces Provost Marshal meeting to discuss overarching issues and processes, ongoing conversations at the working level to resolve file-specific issues, as well as the Outreach Program. These meetings ensure that the Military Police, its Chain of Command and the MPCC maintain a mutual understanding of respective roles, mandate and relevant issues;
- Continue to refine the planning and conduct of its investigations, with particular focus on leveraging technology to improve timeliness and ensure that the resources devoted to a file match its complexity and to better align resources and organizational structure to respond and resolve complaints in a timely manner;
- Seek to be listed on the schedule of designated entities under the *Canada Evidence Act* which would allow the MPCC to receive records containing sensitive information relating to international affairs or to national defence or security without going through cumbersome and time consuming procedures in the Federal Court;
- Maintain and replenish as needed the pool of contract Military Police Complaints Commission Investigators with a focus on increasing its diversity and skill set to ensure we have the expertise to investigate a wide ambit of complaints, including those involving allegations of sexual assault. Ensuring an adequate number of investigators would allow the MPCC to move investigations along in a timelier manner; and
- Continue the MPCC’s Outreach Program to increase awareness of its mandate and activities in both official languages and to respond to questions and concerns about the complaints process in order to increase transparency and accountability in the complaints process.

Gender-based analysis plus

Over this fiscal year, the MPCC plans to present to the CFPM a list of Gender-based Analysis Plus (GBA+) factors it proposes to start additionally tracking in its complaint review process in order to develop its capacity to identify and track potential systemic issues that may impact GBA+ communities.

United Nations’ 2030 Agenda for Sustainable Development and the UN Sustainable Development Goals (SDGs)

Over the next year, our department will continue to support the transition to a low-carbon economy through green procurement in support of the United Nations Sustainable Development Goal 12.7 - Ensure sustainable consumption by:

- Ensuring decision-makers have the necessary training and awareness to support green procurement; and
- Ensuring training is provided to acquisition cardholders on green procurement.

Experimentation

In 2021-22, we will continue to experiment with technology, collaboration software, tablets and other mobile devices, to reduce the use and reliance on paper in the workplace and move towards cloud based solutions.

Planned results for Independent Oversight of the Military Police

Departmental result	Departmental result indicator	Target	Date to achieve target	2017–18 actual result	2018–19 actual result	2019–20 actual result
Final Reports provide sound findings and recommendations and are issued in a timely manner.	Percentage of recommendations resulting from investigations of conduct or interference complaints are accepted by the responsible Department of National Defence authority (usually the Canadian Forces Provost Marshal).	70%	March 31, 2019	N/A*	83%	100%
	Percentage of Final Decisions not overturned on Judicial Review.	70%	March 31, 2019	N/A*	100% ¹	100%
	Percentage of findings and recommendations issued in non-public interest cases within 18 months from the time disclosure is substantially received, to the issuance of the interim report. It is recognized that there may be exceptionally complex cases which will not meet this indicator.	70%	March 31, 2019	N/A*	100%	100%
Information requests pertaining to complaint files are responded to in a timely manner.	Percentage of information requests initially responded to within 48 hours.	95%	March 31, 2019	N/A*	97%	97%
Military Police and the public have access to current information on the issues	Quarterly website updates of MPCC findings and recommendations through case summaries and MPCC	4	March 31, 2019	N/A*	4	4

addressed by the MPCC.	Final Reports in public interest cases.					
	Number of Outreach activities/presentations given on the mandate, roles and responsibilities of the MPCC.	6	March 31, 2019	N/A*	8	7
	Percentage of presentations to stakeholder or target groups that were received positively.	70%	March 31, 2019	N/A*	100%	100%

¹No Judicial Review decisions were received during the reporting period.

*MPCC identified new indicators in 2018-19 and began measuring these as of April 1, 2018.

Financial, human resources and performance information for the MPCC’s program inventory is available in the [GC InfoBase](#).¹

Planned budgetary financial resources for Independent Oversight of the Military Police

2021–22 budgetary spending (as indicated in Main Estimates)	2021–22 planned spending	2022–23 planned spending	2023–24 planned spending
2,859,710	2,859,710	2,863,537	2,822,947

Financial, human resources and performance information for the MPCC’s program inventory is available in the [GC InfoBase](#).ⁱⁱ

Planned human resources for Independent Oversight of the Military Police

2021–22 planned full-time equivalents	2022–23 planned full-time equivalents	2023–24 planned full-time equivalents
15	15	15

Financial, human resources and performance information for the MPCC’s program inventory is available in the [GC InfoBase](#).ⁱⁱⁱ

Internal Services: planned results

Description

Internal Services are those groups of related activities and resources that the federal government considers to be services in support of Programs and/or required to meet corporate obligations of an organization. Internal Services refers to the activities and resources of the 10 distinct services that support Program delivery in the organization, regardless of the Internal Services delivery model in a department. These services are:

- ▶ Management and Oversight Services
- ▶ Communications Services
- ▶ Legal Services
- ▶ Human Resources Management Services
- ▶ Financial Management Services
- ▶ Information Management Services
- ▶ Information Technology Services
- ▶ Real Property Management Services
- ▶ Materiel Management Services
- ▶ Acquisition Management Services

Planning highlights

During the 2021-22 fiscal year, the MPCC will:

- Continue to promote a work environment free of harassment and implement the changes to the *Canada Labour Code* on the prevention and investigation of harassment and violence in the workplace;
- Continue the implementation of new departmental Security Plan and Business Continuity Plan to align with the new policy on Government Security;
- Review its administrative support structure in preparation for the Program Administration group conversion;
- Start the migration of business processes to Microsoft Teams and SharePoint;
- Continue the implementation of an Information Technology Asset Management Plan to ensure the efficient use of resources; and
- Continue to promote diversity and inclusion measures in MPCC hiring and recruitment strategies and practices and create a safe space for employees from diverse employment equity groups, faith and members of the LGBTQ2 communities.

Planned budgetary financial resources for Internal Services

2021–22 budgetary spending (as indicated in Main Estimates)	2021–22 planned spending	2022–23 planned spending	2023–24 planned spending
1,993,173	1,993,173	1,995,826	1,967,536

Planned human resources for Internal Services

2021–22 planned full-time equivalents	2022–23 planned full-time equivalents	2023–24 planned full-time equivalents
14	14	14

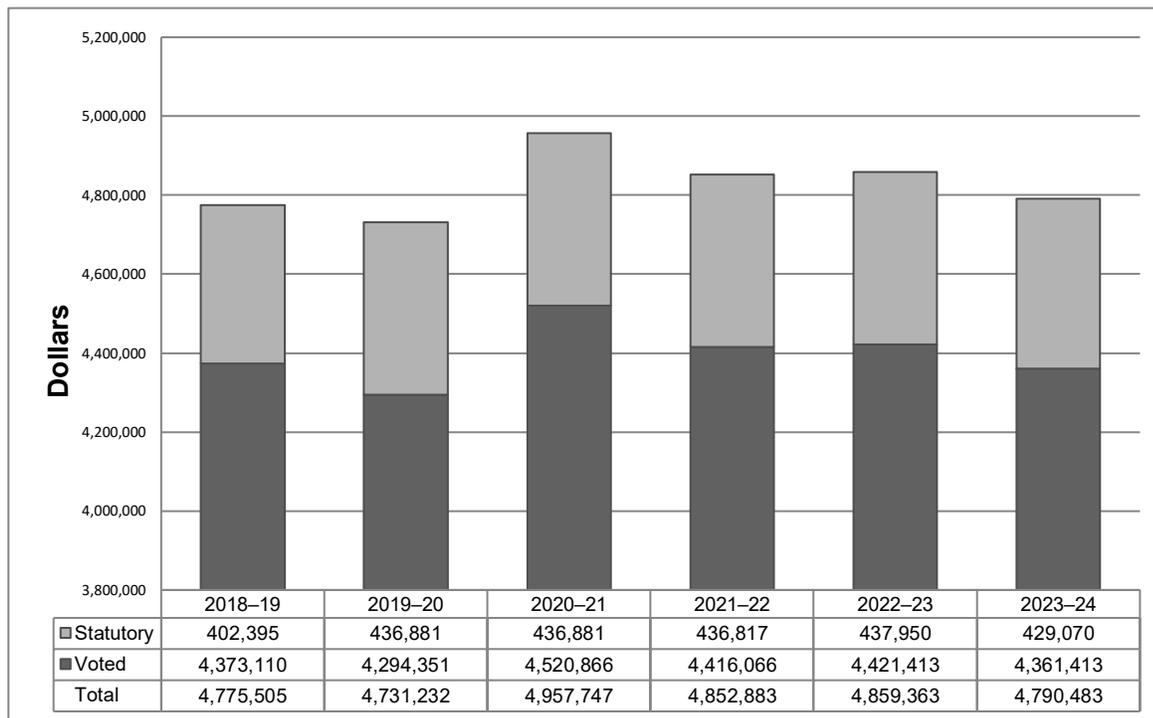
Spending and human resources

This section provides an overview of the department’s planned spending and human resources for the next three consecutive fiscal years and compares planned spending for the upcoming year with the current and previous years’ actual spending.

Planned spending

Departmental spending 2018-19 to 2023-24

The following graph presents planned (voted and statutory) spending over time.



In 2017-18, a frozen allotment was set up using the lapse on personnel expenses (salary) exceeding the allocated carryover amount, as approved by the Treasury Board Secretariat following the freeze on salaries. The extra salary allotment of \$300,000 plus the associated employee benefits plan was spread over five years up to 2022-23. The spending is expected to reduce by \$60,000 plus the associated employee benefits plan in 2023-24 as we are reverting to our regular allotment.

In 2019-20, the MPCC lapse was very close to the Operating Budget Carry-Forward.

In 2020-21, the MPCC received a carry-forward of \$216,003, most of which we are forecasting to spend at this time.

Budgetary planning summary for core responsibilities and Internal Services (dollars)

The following table shows actual, forecast and planned spending for each of MPCC’s core responsibilities and to Internal Services for the years relevant to the current planning year.

Core responsibilities and Internal Services	2018–19 expenditures	2019–20 expenditures	2020–21 forecast spending	2021–22 budgetary spending (as indicated in Main Estimates)	2021–22 planned spending	2022–23 planned spending	2023–24 planned spending
Independent oversight of the Military Police	2,906,541	2,837,560	2,870,604	2,859,710	2,859,710	2,863,537	2,822,947
Subtotal	2,906,541	2,837,560	2,870,604	2,859,710	2,859,710	2,863,537	2,822,947
Internal Services	1,868,964	1,893,672	2,087,143	1,993,173	1,993,173	1,995,826	1,967,536
Total	4,775,505	4,731,232	4,957,747	4,852,883	4,852,883	4,859,363	4,790,483

The MPCC’s planned spending for 2021-22 is based on its Main Estimates of \$4,852,883. Overall spending increase in 2022-23 is mainly attributable to additional salary expenditures as a result of the signing of the Program Administration (PA) Collective Agreement group.

Planned human resources

The following table shows actual, forecast and planned full-time equivalents (FTEs) for each core responsibility in MPCC’s departmental results framework and to Internal Services for the years relevant to the current planning year.

Human resources planning summary for core responsibilities and Internal Services

Core responsibilities and Internal Services	2018–19 actual full-time equivalents	2019–20 actual full-time equivalents	2020–21 forecast full-time equivalents	2021–22 planned full-time equivalents	2022–23 planned full-time equivalents	2023–24 planned full-time equivalents
Independent oversight of the Military Police	14	14	15	15	15	15
Subtotal	14	14	15	15	15	15
Internal Services	14	14	14	14	14	14
Total	28	28	29	29	29	29

Following the timeliness review, the MPCC has strengthened its oversight function by realigning resources to better support its core responsibility. The full realization of this realignment became effective in 2018-19 and is reflected in future years.

Estimates by vote

Information on the MPCC’s organizational appropriations is available in the [2021–22 Main Estimates](#).^{iv}

Future-oriented Condensed statement of operations

The future-oriented condensed statement of operations provides an overview of the MPCC’s operations for 2020-21 to 2021-22.

The amounts for forecast and planned results in this statement of operations were prepared on an accrual basis. The amounts for forecast and planned spending presented in other sections of the Departmental Plan were prepared on an expenditure basis. Amounts may therefore differ.

A more detailed future-oriented statement of operations and associated notes, including a reconciliation of the net cost of operations to the requested authorities, are available on the [MPCC’s website](#).

Future-oriented Condensed statement of operations for the year ending March 31, 2022 (dollars)

Financial information	2020–21 forecast results	2021–22 planned results	Difference (2021–22 planned results minus 2020–21 forecast results)
Total expenses	5,416,661	5,277,999	(138,662)
Total revenues	0	0	0
Net cost of operations before government funding and transfers	5,416,661	5,277,999	(138,662)

The MPCC’s 2021-22 planned results reflect the amounts we have received through our Main Estimates and does not take into account the Operating budget carry-forward that is received during the Supplementary Estimates process. In 2020-21, the MPCC received a carry-forward of \$216,003, most of which we are forecasting to spend at this time.

Corporate information

Organizational profile

Appropriate minister(s): The Honourable Harjit S. Sajjan, Minister of National Defence

Institutional head: Hilary C. McCormack, Chairperson

Ministerial portfolio: Defence Portfolio

Enabling instrument(s): *National Defence Act*. Part IV

Year of incorporation / commencement: 1998

Other: For more information, please visit the [MPCC's website](#)^v

Raison d'être, mandate and role: who we are and what we do

“Raison d'être, mandate and role: who we are and what we do” is available on the [MPCC's website](#)^{vi}.

Operating context

Information on the operating context is available on the [MPCCs website](#)^{vii}.

Reporting framework

The Military Police Complaints Commission of Canada’s approved departmental results framework and program inventory for 2021–22 are as follows.

Departmental Results Framework	Independent oversight of the Military Police		Internal Services	
	Final Reports provide sound findings and recommendations and are issued in a timely manner.	Percentage of recommendations resulting from investigations of conduct or interference complaints are accepted by the responsible Department of National Defence authority (usually the Canadian Forces Provost Marshal).		Percentage of Final Decisions not overturned on Judicial Review.
	Information requests pertaining to complaint files are responded to in a timely manner.	Percentage of findings and recommendations issued in non-public interest cases within 18 months from the time disclosure is substantially received to the issuance of the interim report. It is recognized that there may be exceptionally complex cases which will not meet this indicator.		
	Military Police and the public have access to current information on the issues addressed by the MPCC.	Percentage of information requests initially responded to within 48 hours.		Quarterly website updates of MPCC findings and recommendations through case summaries and MPCC Final Reports in public interest cases.
		Number of outreach activities/presentations given on the mandate, roles and responsibilities of the MPCC.		Percentage of presentations to stakeholder or target groups that were received positively.
	Program Inventory	Complaints Resolution		

Supporting information on the program inventory

Supporting information on planned expenditures, human resources, and results related to the Military Police Complaints Commission of Canada’s program inventory is available in the [GC InfoBase](#).^{viii}

Supplementary information tables

The following supplementary information tables are available on the [Military Police Complaints Commission of Canada’s website](#):

- ▶ [Departmental Sustainable Development Strategy](#)^{ix}
- ▶ [Gender-based analysis plus](#)^x

Federal tax expenditures

Military Police Complaints Commission of Canada’s Departmental Plan does not include information on tax expenditures that relate to its planned results for 2021–22.

Tax expenditures are the responsibility of the Minister of Finance, and the Department of Finance Canada publishes cost estimates and projections for government-wide tax expenditures each year in the [Report on Federal Tax Expenditures](#).^{xi} This report provides detailed information on tax expenditures, including objectives, historical background and references to related federal spending programs, as well as evaluations, research papers and gender-based analysis. The tax measures presented in this report are solely the responsibility of the Minister of Finance.

Organizational contact information

How to reach the Military Police Complaints Commission of Canada:

Call our information line

613-947-5625 or toll-free at 1-800-632-0566

Send us a fax

613-947-5713 or toll-free at 1-877-947-5713

Send us a letter

Military Police Complaints Commission of Canada

270 Albert Street, 10th floor

Ottawa, ON K1P 5G8

Contact us for a private consultation.

Send us an email

commission@mpcc-cppm.gc.ca

Note: We cannot guarantee the security of electronic communications.

Visit our website

mpcc-cppm.gc.ca

Follow us on Twitter

[@MPCC_Canada](https://twitter.com/MPCC_Canada)

Follow us on LinkedIn

[@MPCC-Canada](https://www.linkedin.com/company/MPCC-Canada)

Like us on Facebook

[@MPCCCanada](https://www.facebook.com/MPCCCanada)

Appendix: definitions

appropriation (crédit)

Any authority of Parliament to pay money out of the Consolidated Revenue Fund.

budgetary expenditures (dépenses budgétaires)

Operating and capital expenditures; transfer payments to other levels of government, organizations or individuals; and payments to Crown corporations.

core responsibility (responsabilité essentielle)

An enduring function or role performed by a department. The intentions of the department with respect to a core responsibility are reflected in one or more related departmental results that the department seeks to contribute to or influence.

Departmental Plan (plan ministériel)

A report on the plans and expected performance of a department over a 3-year period. Departmental Plans are tabled in Parliament each spring.

departmental priority (priorité ministérielle)

A plan or project that a department has chosen to focus and report on during the planning period. Departmental priorities represent the things that are most important or what must be done first to support the achievement of the desired departmental results.

departmental result (résultat ministériel)

A consequence or outcome that a department seeks to achieve. A departmental result is often outside departments' immediate control, but it should be influenced by program-level outcomes.

departmental result indicator (indicateur de résultat ministériel)

A factor or variable that provides a valid and reliable means to measure or describe progress on a departmental result.

departmental results framework (cadre ministériel des résultats)

A framework that consists of the department's core responsibilities, departmental results and departmental result indicators.

Departmental Results Report (rapport sur les résultats ministériels)

A report on a department's actual accomplishments against the plans, priorities and expected results set out in the corresponding Departmental Plan.

experimentation (expérimentation)

The conducting of activities that seek to first explore, then test and compare, the effects and impacts of policies and interventions in order to inform evidence-based decision-making, and improve outcomes for Canadians, by learning what works and what doesn't. Experimentation is related to, but distinct from innovation (the trying of new things), because it involves a rigorous comparison of results. For example, using a new website to communicate with Canadians can be an innovation; systematically testing the new website against existing outreach tools or an old website to see which one leads to more engagement, is experimentation.

full-time equivalent (équivalent temps plein)

A measure of the extent to which an employee represents a full person-year charge against a departmental budget. Full-time equivalents are calculated as a ratio of assigned hours of work to scheduled hours of work. Scheduled hours of work are set out in collective agreements.

gender-based analysis plus (GBA+) (analyse comparative entre les sexes plus [ACS+])

An analytical process used to assess how diverse groups of women, men and gender-diverse people experience policies, programs and services based on multiple factors including race, ethnicity, religion, age, and mental or physical disability.

government-wide priorities (priorités pangouvernementales)

For the purpose of the 2021–22 Departmental Plan, government-wide priorities refers to those high-level themes outlining the government's agenda in the 2020 Speech from the Throne, namely: Protecting Canadians from COVID-19; Helping Canadians through the pandemic; Building back better – a resiliency agenda for the middle class; The Canada we're fighting for.

horizontal initiative (initiative horizontale)

An initiative in which two or more federal organizations are given funding to pursue a shared outcome, often linked to a government priority.

non-budgetary expenditures (dépenses non budgétaires)

Net outlays and receipts related to loans, investments and advances, which change the composition of the financial assets of the Government of Canada.

performance (rendement)

What an organization did with its resources to achieve its results, how well those results compare to what the organization intended to achieve, and how well lessons learned have been identified.

performance indicator (indicateur de rendement)

A qualitative or quantitative means of measuring an output or outcome, with the intention of gauging the performance of an organization, program, policy or initiative respecting expected results.

performance reporting (production de rapports sur le rendement)

The process of communicating evidence-based performance information. Performance reporting supports decision-making, accountability and transparency.

plan (plan)

The articulation of strategic choices, which provides information on how an organization intends to achieve its priorities and associated results. Generally a plan will explain the logic behind the strategies chosen and tend to focus on actions that lead up to the expected result.

planned spending (dépenses prévues)

For Departmental Plans and Departmental Results Reports, planned spending refers to those amounts presented in the Main Estimates.

A department is expected to be aware of the authorities that it has sought and received. The determination of planned spending is a departmental responsibility, and departments must be able to defend the expenditure and accrual numbers presented in their Departmental Plans and Departmental Results Reports.

program (programme)

Individual or groups of services, activities or combinations thereof that are managed together within the department and focus on a specific set of outputs, outcomes or service levels.

program inventory (répertoire des programmes)

Identifies all of the department's programs and describes how resources are organized to contribute to the department's core responsibilities and results.

result (résultat)

An external consequence attributed, in part, to an organization, policy, program or initiative. Results are not within the control of a single organization, policy, program or initiative; instead they are within the area of the organization's influence.

statutory expenditures (dépenses législatives)

Expenditures that Parliament has approved through legislation other than appropriation acts. The legislation sets out the purpose of the expenditures and the terms and conditions under which they may be made.

strategic outcome (résultat stratégique)

A long-term and enduring benefit to Canadians that is linked to the organization's mandate, vision and core functions.

target (cible)

A measurable performance or success level that an organization, program or initiative plans to achieve within a specified time period. Targets can be either quantitative or qualitative.

voted expenditures (dépenses votées)

Expenditures that Parliament approves annually through an Appropriation Act. The vote wording becomes the governing conditions under which these expenditures may be made.

Endnotes

- i. GC InfoBase, <https://www.tbs-sct.gc.ca/ems-sgd/edb-bdd/index-eng.html#start>
- ii. GC InfoBase, <https://www.tbs-sct.gc.ca/ems-sgd/edb-bdd/index-eng.html#start>
- iii. GC InfoBase, <https://www.tbs-sct.gc.ca/ems-sgd/edb-bdd/index-eng.html#start>
- iv. 2019–20 Main Estimates, <https://www.canada.ca/en/treasury-board-secretariat/services/planned-government-spending/government-expenditure-plan-main-estimates.html>
- v. MPCC's website, <https://www.mpcc-cppm.gc.ca>
- vi. MPCC's website, <https://www.mpcc-cppm.gc.ca>
- vii. MPCC's website, <https://www.mpcc-cppm.gc.ca>
- viii. GC InfoBase, <https://www.tbs-sct.gc.ca/ems-sgd/edb-bdd/index-eng.html#start>
- ix. Departmental Sustainable Development Strategy, <https://www.mpcc-cppm.gc.ca/corporate-organisation/reports-rapports/departmental-sustainable-development-strategy-strategie-ministerielle-de-developpement-durable-2021-2024-eng.aspx>
- x. Gender-based analysis plus, <https://www.mpcc-cppm.gc.ca/corporate-organisation/reports-rapports/departmental-plan-ministeriel/gender-based-analysis-plus-analyse-comparative-entre-les-sexes-plus-2021-2022-eng.aspx>
- xi. Report on Federal Tax Expenditures, <https://www.canada.ca/en/department-finance/services/publications/federal-tax-expenditures.html>



Military Police Complaints Commission of Canada

Departmental Sustainable Development Strategy 2021 to 2024

June 2020

Canada

Section 1: Introduction to the Departmental Sustainable Development Strategy

The [2019 to 2022 Federal Sustainable Development Strategy \(FSDS\)](#) presents the Government of Canada's sustainable development goals and targets, as required by the [Federal Sustainable Development Act](#). The Military Police Complaints Commission of Canada (MPCC) adheres to the principles of the FSDS, and while not bound formally by the Act, has developed this Departmental Sustainable Development Strategy (DSDS).

Section 2: Sustainable Development Vision and Context in the Military Police Complaints Commission of Canada

The MPCC is committed to advancing greening government actions and supports the 2019 to 2022 FSDS Greening Government goal through training and awareness. The MPCC is also moving forward with plans to reduce paper use and establish electronic processes for delivering information in conjunction with its overall review of guidelines and processes. The MPCC has increased its use of videoconferencing and online meetings to reduce travel demands, and it will continue to seek ways to limit negative environmental effects of its activities.

FSDS Goal: Greening Government

The MPCC identified a range of measures to reduce energy consumption, improve energy efficiency and reduce greenhouse gas (GHG) emissions from its operations. These measures include: green procurement and sustainable travel practices. For example, the MPCC integrated environmental considerations into procurement processes by procuring green items and providing training on green procurement to credit card holders. In addition, the MPCC will offer employee engagement initiatives and energy awareness training to increase employee knowledge and responsiveness to environmental concerns across our operations.

Section 3: Commitments for the Military Police Complaints Commission of Canada



This goal captures commitments from the Greening Government Strategy, as well as reporting requirements under the Policy on Green Procurement.

Greening Government Communities FSDS target(s)	FSDS contributing action(s)	Corresponding departmental action(s)	Contribution by each departmental action to the FSDS goal and target	Starting point(s) Performance indicator(s) Target(s)	Program(s) in which the departmental actions will occur
<p>Actions supporting the Goal: Greening Government</p> <p>[This section is for actions that support the Greening Government Goal but do not directly support a FSDS target]</p>	<p>Support for green procurement will be strengthened, including guidance, tools and training for public service employees</p>	<p>Ensure decisions makers have the necessary training and awareness to support green procurement.</p> <p>Ensure training is provided to acquisition cardholders on green procurement by March 31st, 2020.</p>	<p>Providing training to decision makers and acquisition professionals will ensure the MPCC procures goods and services from suppliers that offer green products and have implemented green supply chains. Ensuring MPCC suppliers have sustainable processes supports MPCC's commitment to greening all of our operations.</p>	<p>Starting Point: 8.3 %</p> <p>Performance Indicator: Percentage of managers and credit card holders that have completed the Canada School of Public Service Green Procurement course or equivalent</p> <p>Target: 100%</p>	<p>Operations Internal Services</p>

Section 4: Integrating sustainable development

The Military Police Complaints Commission of Canada will continue to ensure that its decision-making process includes consideration of FSDS goals and targets through its Strategic Environmental Assessment (SEA) process. An SEA for a policy, plan or program proposal includes an analysis of the impacts of the given proposal on the environment, including on relevant FSDS goals and targets.

Public statements on the results of Military Police Complaints Commission of Canada's assessments are made public when an initiative has undergone a detailed SEA. The purpose of the public statement is to demonstrate that the environmental effects of the approved policy, plan or program, including the impacts on achieving the FSDS goals and targets, have been considered during proposal development and decision-making.

General information

Governance structures	The Military Police Complaints Commission of Canada (MPCC) has identified a Champion for Gender-based Analysis Plus (GBA+) who reports to the Executive Committee on the progress of the strategy on a quarterly basis.
Human resources	Not applicable. As a micro-agency, other than identifying a Champion for GBA+ the MPCC does not have the resources to have a dedicated resource to GBA+.
Planned initiatives	<p>This fiscal year, the MPCC will work on strengthening evidence base and expertise by presenting to the Canadian Forces Provost Marshal (CFPM) a list of GBA+ factors it proposes to start additionally tracking in its complaint review process.</p> <p>The MPCC will also implement administrative procedures and system implementation to allow for the tracking of identified GBA+ factors.</p>
Reporting capacity and data	The Independent oversight of the Military Police program will be developing its reporting capacity and data over the next fiscal year.