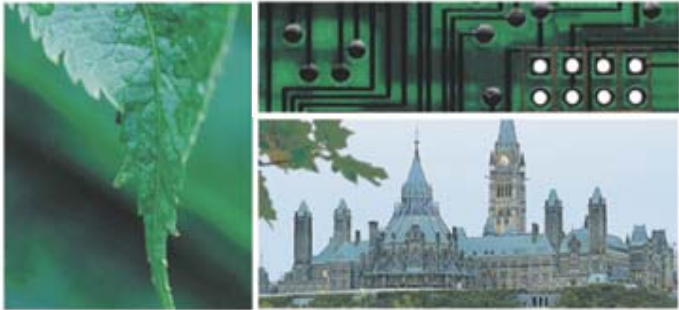




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# OFFICE OF THE CHIEF RISK OFFICER

Ten-Point Integrity Plan Summary

March 7, 2006

# Ten-Point Integrity Plan Summary

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1. Clarify management accountability by realigning the organization.
2. Establish a robust ethics infrastructure by having Ethics Officers for all branches, agencies, and regions.
3. Establish links with other levels of government to share knowledge on ethical issues.
4. Communicate the Ethics Framework.
5. Strengthen and promote our Statement of Values and provide guidance on its application.
6. Publish guidelines for assessing and managing ethical risks.
7. Include accountability for integrity as a factor in performance pay.
8. Provide ethics orientation, training and ongoing support in every branch, agency, and region.
9. Encourage discussions on ethical issues within the Department.
10. Inform clients, service providers and the general public of measures taken to ensure PWGSC's integrity.



# Ethics Training – Statistics

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In response to point 8 of the Department’s Ten-Point Integrity Plan, the training objectives were to have 100% of PWGSC employees occupying positions of ethical risk receive ethics training as follows over a three-year period:

40%	2004-2005	3025 employees
70%	2005-2006	3800 employees
100%	2006-2007	7565 employees

An average of 7 courses per week are being delivered in order to meet this objective. So far, 60% of our target audience has been trained.

It is foreseen that our objective of 70% will be reached by fiscal year end.

If target of 70% is reached, an estimate of 1725 employees in positions at risk will remain to be trained during FY 2006-2007. In response to this estimate, 70 sessions of ‘Introduction to Ethics’ are being added to the course calendar.



# Ethics Program- Next Steps

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- The Ethics Directorate's goal is a strong and sustainable ethical culture for PWGSC. To reach that goal, we have developed, and are implementing, a two-pronged strategy: laying the foundation for cultural change and building and maintaining the infrastructure that will sustain the culture.
- In 2006-07, we will finalize the foundation building by completing the implementation of the 10 Point Integrity Plan:
  - -100% of employees in position at ethical risk will have participated in the Introduction to Ethics course;
  - -We will regularly offer our second course, Ethical Decision Making; and
  - -We will have raised the profile of the ethics inside of PWGCS through a series of awareness initiatives.

We will continue building and maintaining the infrastructure to sustain the ethical culture by:

- -Revitalizing our internal and external communications through a renewed Intranet site
  - -Renewing the Statement of Values
  - -Ensuring that policies, plans, procedures and processes of all parts of the department are aligned with the Statement of Values; and
  - -Developing tools to support employees.
- In 2007-08, our efforts will be directed to ensuring that the program remains leading edge. To do so we will:
    - -Evaluate the performance and outcomes of the program; and
    - -Implement an action plan to integrate ethics into PWGSC daily operations to ensure that the program reaches its steady state.

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