



NATURAL RESOURCES CANADA - INVENTIVE BY NATURE

Values and Ethics at NRCan

Presentation to the National Energy Board
Modernization Expert Panel

January 13, 2017



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Objectives

- Introduce the NRCan Values and Ethics Code (NRCan Code), its legislative context and application
- Increase awareness of public sector values and conflict of interest and post-employment measures



Legislative Context and Application

- The Values and Ethics Code for the Public Sector (VECPS) and the NRCan Code were established pursuant to the Public Servants Disclosure Protection Act (PSDPA) on April 2, 2012.
- The VECPS and its instruments, including the NRCan Code, form part of the Terms and Conditions of Employment of every NRCan employee.
- Contractors are expected to respect the requirements of the NRCan Code.



NRCan Code

The NRCan Code outlines the values and behaviours that are expected of all NRCan employees and addresses ethical risks or potential conflict situations that the Department and its employees face in their daily activities. It also supports NRCan's business culture and operational requirements.



Five Public Sector Values

- Respect for Democracy
- Respect for People
- Integrity
- Stewardship
- Excellence



Conflict of Interest (COI)

A situation in which the public servant has private interests that could improperly influence the performance of his or her official duties and responsibilities or in which this employee uses his or her office for personal gain.

- A **real** COI exists at the present time;
- An **apparent** COI could be perceived by a reasonable observer to exist, whether or not it is the case; and,
- A **potential** COI could reasonably be foreseen to exist in the future.

Conflict of Interest (Cont'd)

- All employees must complete the Employee Confidential Report (ECR) and declare any real, apparent or potential COI.
- Employees must ensure that any such conflict is resolved in favour of the Crown.



COI Areas of Risk

- COI due to relationships with external entities
- Outside employment and activities related to the mandate of NRCan
- Assets related to the mandate of NRCan



Post-Employment Restrictions for Designated Positions

- NRCan employees that are in designated positions (EX, EX minus 1, EX minus 2 and their equivalents) are subject to certain restrictions for one year after leaving NRCan and the public service.
- Before leaving office and during this one-year limitation period, employees in designated positions are to report to the COI Administrator all firm offers of employment or proposed activity outside of the public service that relate to the mandate or activities of NRCan or to their responsibilities while at NRCan.



Post-Employment Restrictions for Designated Positions (Cont'd)

Furthermore, they may not, during this one-year period, do any of the following without the COI Administrator's authorization:

- Accept an appointment to a board of directors of, or employment with, third parties with which they had significant official dealings during the period of one year immediately prior to the termination of their service.
- Make representation to any government organization on behalf of parties outside the public service with which they had significant official dealings, during the period of one year immediately prior to the termination of their service.



Post-Employment Restrictions for Designated Positions (Cont'd)

- Give advice to their clients or employer using information that is not publicly available concerning the programs or policies of the departments or organization with which they had a direct and substantial relationship.



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Questions?

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