



**Follow-up Responses to the House of Commons Standing Committee on  
Government Operations and Estimates (OGGO)  
President of the Treasury Board  
November 4, 2020**

**1. Number of ATIP requests (government-wide)**

**(CPC) Mr. Pierre Paul-Hus:** ... You're aware of the access to information requests issue. We talked about it a little earlier. According to the online database, in the first five months of this year, 3,155 requests were processed and posted, compared to 15,000 last year. The minister told us earlier that this had recently started up again. However, I would like to know how many access to information requests have been made since the start of the year.

I don't know specifically to whom that question should go. Perhaps Ms. Hassan could answer.

**Ms. Sandra Hassan (TBS, OCHRO) :** I think my colleague Ms. Cahill could answer it.

**Ms. Karen Cahill (TBS, CFO):** Thank you very much. Unfortunately, as Ms. Hassan noted in response to the last question, I don't have that information and therefore can't answer. My sector isn't responsible for access to information, particularly since I believe you want an answer for government as a whole.

**Response**

TBS collects data from institutions on the number of requests received **on a fiscal year basis**, so full data about requests received in 2020-2021 will only be available after September 2021, once institutions have had the opportunity to compile and review their data and then submit it to TBS.

TBS publishes this information annually in the Access to Information and Privacy Statistical Report: <https://www.canada.ca/en/treasury-board-secretariat/services/access-information-privacy/statistics-atip.html>.

Institutions individually report this information to Parliament in their annual reports on the *Access to Information Act* and the *Privacy Act*, which institutions table in Parliament and publish online each fall.

TBS does not yet have the data for the fiscal year 2020-2021 (April 1, 2020 to March 31, 2021). As noted, the data is expected to be collected by the end of September 2021 and published by December 31, 2021.

However, TBS is able to provide data on the numbers of requests that have been submitted electronically through the ATIP Online Request Service (hosted by TBS) and the Access to Information and Privacy Online Request pilot (hosted by IRCC) in 2020-2021. These two services run in parallel, and requesters can submit requests through either service.

- From April 1, 2020 to November 7, 2020, a total of 71,192 access to information requests were submitted electronically through these services to government institutions. This represents a decline of 13,125 access to information requests in 2020 compared to the same reporting period in 2019 (from April 1, 2019 to November 7, 2019, the Government of Canada received 84,317 access to information requests electronically.) TBS will only have data on requests submitted by mail, email, or fax after March 31, 2021.
- For context, 92.5 per cent of requests received in the 2019-2020 fiscal year were submitted electronically, so the number of requests received electronically is a good indicator of volumes of requests overall.

## 2. Public Servants on Code 699 Leave (broken down by department)

**(CPC) M. Pierre Paul-Hus:** As we all know, the Treasury Board Secretariat manages the public service. So we'd like to get a clear picture of what's going on in the public service as a whole during the pandemic. There are 200,000 public servants across the country who can go onto the network, and that's a good thing. However, what about the other 57,000? Are they on code 699 leave and waiting? We'd like to get a report stating how many public servants in each department are at home and unfortunately unable to do anything. We're not at all saying it's their fault. We know it's because their work requires them to be at a certain place but that's currently impossible. How many public servants from each department are at home on code 699 leave? I'd especially like to know how many there are from the Public Health Agency of Canada.

**Ms. Sandra Hassan (TBS, OCHRO):** I don't have exact figures for every department, but I can give you the most up-to-date numbers I have. Earlier you said that 200,000 public servants were able to work at home or remotely. As of September 6, 8,483 employees had used leave 699 code. Many other employees, such as correctional officers, food inspectors, certain nurses who work in the north and police officers, have to work on site. A lot of people aren't on the remote network because they absolutely have to do their work on site. So approximately 200,000 employees are able to work at home. As I told you, as of September 6, nearly 8,400 employees had taken code 699 leave.

### Response

The requested information is provided at the following link:

<https://www.canada.ca/en/government/publicservice/covid-19/employee-illness-leave/other-leave-with-pay-699-usage-in-the-public-service.html>

### **3. URL to Greening Government Website and goals set out (and surpassed) by departments and agencies**

**(LPC) Mr. Irek Kusmierczyk:** ...I want to turn to TBS to talk about supplementary estimates, which indicated that TBS is transferring \$1.8 million to various departments for innovative approaches to reduce greenhouse gas emissions in government operations. I want to get a sense of what specifically this funding is being used for.

**Ms. Karen Cahill (TBS, CFO):** Thank you for the question, Mr. Chair. It's an excellent question. We have a number of initiatives, and we transferred that money to a number of departments. By the way, this information is also available on the "greening government" website. **I can certainly provide the URL for the website to the clerk of this committee.**

For example, under Public Services and Procurement Canada, there is a project to drive PSPC's procurement towards a low-carbon economy. This project will allow them to develop a science-based tool that will quantify the number of GHG emissions associated with procurement. That's one example, but there are many other examples. Under the Department of National Defence, for example, they are transferring money to CFB Kingston to reduce the GHG, again. This project will design and install a net-zero heating source system in seven buildings on the base that currently rely on a steam heat source in each gas-fired central heating plant. So there are a number of projects. In some cases, these projects are not only for one single year; they will last over a number of years. You may see these projects in front of you on many occasions. These are only two examples, Mr. Chair, but there are many examples on our website.

**(LPC) Mr. Irek Kusmierczyk:** That's great. I really do appreciate that. I know that about 89% of our emissions generated federally is generated by facilities and that about 11% is generated by fleet. I know that it differs ministry by ministry. I wanted to ask you whether.... **Do ministries set their own goals? Do they ever go beyond the goals that are set by the federal sustainable development strategy? Are there some ministries that go above and beyond the reduction targets?**

**Ms. Karen Cahill (TBS, CFO):** This is an excellent question. I cannot respond in detail, but definitely I will aim to find you the answer and respond to the committee.

#### **Response**

**Below are the links to the Greening Government Fund page, which includes a list of funded projects to date.**

<https://www.canada.ca/en/treasury-board-secretariat/services/innovation/greening-government/greening-gov-fund.html>

#### **Do ministries set their own goals?**

The overall greenhouse gas emission reduction target for departments is established in the Greening Government Strategy (links below). It is possible for a department to set their own target through their Departmental Sustainable Development Strategy.

<https://www.canada.ca/en/treasury-board-secretariat/services/innovation/greening-government/strategy.html>

**Do they ever go beyond the goals that are set by the federal sustainable development strategy?**

Departments are able to establish their own goals and actions through their individual Departmental Sustainable Development Strategy.

**Are there some ministries that go above and beyond the reduction targets?**

To see which departments have gone above and beyond the reduction targets, see the links below and click on the tab titled 'By Organization'. Once there, click on 'Figure 4 – Text Version', which will display a table showing emissions reductions by each reporting federal organization.

As of fiscal year 2018 to 2019, eight organizations have achieved or exceeded 40% reduction in their emissions since fiscal year 2005 to 2006.

<https://www.canada.ca/en/treasury-board-secretariat/services/innovation/greening-government/government-canada-greenhouse-gas-emissions-inventory.html>

#### 4. Desegregated data on employment equity for visible minority women in executive positions

**(NDP) Mr. Matthew Green:** Can I ask you then, the federal *Pay Equity Act*, that policy, have there been any early discussions? I know many people including Minister Bardish Chagger, many other folks, have spoken about how they are directing for desegregated race-based data. Is anything aside from gender included in the equity approach to pay equity?

**Ms. Sandra Hassan (TBS, OCHRO):** The *Pay Equity Act*, the way the legislation is, the policy has been developed, is one where we will be looking at the groups and determining whether groups are female predominant or male predominant—

**(NDP) Mr. Matthew Green:** But no desegregation within that?

**Ms. Sandra Hassan (TBS, OCHRO):** No.

**(NDP) Mr. Matthew Green:** For instance, we wouldn't get any information as to whether or not there was a systemic favouritism as was suggested today in the House from one particular subset or group to others?

**Ms. Sandra Hassan (TBS, OCHRO):** That is not in the legislative framework that we have for purposes of pay equity. The data you are looking for is certainly available. As I have indicated, I do not have it

**(NDP) Mr. Matthew Green:** Could you provide it to the committee for my own edification?

**Ms. Sandra Hassan (TBS, OCHRO):** We can look at the data that is available. When employees joining the public service, or throughout the years, we are invited to fill out the disclosure in regard to employment equity and that data can be very helpful in determining the representation in the various groups and levels.

#### Response

Disaggregated data for visible minority and Indigenous women in executive positions can be found in Annex 1. Additional details on diversity and inclusion statistics can be found at the following link: [Distribution of public service of Canada employees by designated group and occupational category - Canada.ca](https://www150.ca.ca/employment-equity/annex-1)

## 5. Cost of furniture for Public Servants working at home

**(CPC) Mr. Kelly McCauley:** I'm going to move on. Mr. Purves, the government is providing I think \$500 per public servant to work from home for chairs. Do you know how much that has cost us, or how much it will cost us? If we're buying 200,000 chairs, for instance, what's the plan when the public servants return to work, with those chairs?

**Mr. Glenn Purves (TBS, EMS):** Just stepping back, I don't have those costs with me.

**(CPC) Mr. Kelly McCauley:** That's fine.

**Mr. Glenn Purves (TBS, EMS):** There's no incremental funding that's been provided to be able to cover that, so it's coming from reallocated resources from existing votes.

**(CPC) Mr. Kelly McCauley:** If you can get back to us when you have those numbers. A year from now, six months from now, hopefully when we have a vaccine and the public servants are returning to the offices, what's going to happen with those assets?

### Response

On equipment to support working from home, departments are expected to conduct themselves in compliance with Treasury Board Policy, Directives and supporting guidance. Key policies that relate to the expenditures for furniture for telework include:

- The Policy on Financial Management;
- The Policy on Materiel Management;
- The Policy on People Management; and,
- The Directive on Telework.

To add further clarity to the interpretation of these policies during the COVID-19 pandemic, TBS provided deputy heads, chief financial officers and heads of human resources with guidance on how to develop/refine their internal departmental policies and procedures on equipping employees working remotely. This guidance was renewed in August 2020 to take account of the ongoing situation of remote work in which many public servants continue to find themselves.

As for reporting on teleworking costs to date, including furniture projected expenditures, federal organizations would be best placed to provide answers for their own organizations. Reallocated resources were used for any incremental costs of teleworking equipment, as no incremental funding for the government's COVID-19 response was provided for the purposes of equipping employees for telework.

During the period of March 1, 2020 to October 22, 2020, Treasury Board of Canada Secretariat spent a total of \$68,836.83 as it pertains to the purchase of equipment, including Information Technology equipment, office supplies and chairs. TBS encouraged its employees to retrieve their

chairs from the office whenever possible. TBS did not provide employees with a monetary allocation, we reimbursed employees for items purchased upon receipt of invoices. All assets purchased by employees are being tracked and recorded in TBS financial system.



## 6. TBS responsibilities to address issues and compliance with TBS procurement guidelines by departments and agencies

**(CPC) Mr. Kelly McCauley:** Mr. Purves, I realize it's not your direct responsibility, but maybe you could direct me to who would be looking after this. **In the guidelines, it says TBS works with departments and agencies to address issues in compliance with contracting policies.**

**Who within TBS would do that?** It would be nice if we could have a whole slew of more TBS people here so we could get—not put you on the hot seat—but where would I follow up with that?

**Mr. Glenn Purves (TBS, EMS):** Why don't we get back to you in writing on that question.

**(CPC) Mr. Kelly McCauley:** Perfect.

### Response

The TB [Contracting Policy](#), requirement 5.1.1 states that “It is the responsibility of departments and agencies to ensure that adequate control frameworks for due diligence and effective stewardship of public funds are in place and working. Treasury Board Secretariat works with departments and agencies to address management issues and compliance with Contracting Policies identified through its ongoing relationships with departments, management reviews, evaluations, internal audits and transactions.”

As per the [TB Framework for the Management of Compliance](#), departments and Treasury Board each have oversight responsibilities with respect to compliance with TB Policy. Deputy heads oversee TB policy application within their departments, while Treasury Board, with the assistance of TBS, oversees policy application government wide.

In their role as Accounting Officers as per the [Financial Administration Act](#), deputy heads are accountable to ensure compliance with TB Policies and must put in place internal controls, governance and risk-based internal audit plans with respect to their organization's contracting activities. In cases of non-compliance, deputy heads are responsible for implementing appropriate responses and corrective measures in their department.

The Treasury Board is responsible for establishing government-wide policy related to procurement and has oversight on higher value/high risk procurements that require TB approval. The Treasury Board Secretariat monitors the state of policy compliance at a government-wide level through mechanisms such as the Management Accountability Framework. In situations of significant non-compliance, TBS works with the Deputy Head to restore a department to a state of compliance and manage the consequences of the non-compliance.

The Office of the Comptroller General of Canada within Treasury Board Secretariat would be the main point of contact to work with departments and agencies for questions related to interpretation and application of the [Contracting Policy](#).

**Distribution of public service of Canada employees by designated sub-group and sex for Executive Members of visible minorities (as of March 31st, 2019)**

Category	SEX	All Employees	Black	Non-White Latin American	Person of Mixed Origin	Chinese	Japanese	Korean	Filipino	South Asian / East Indian	Non-White West Asian, North African or Arab	Southeast Asian	Other	Grand Total
Executive	Female	2,956	58	11	48	52	*	*	*	73	42	7	36	<b>342</b>

Source: Pay System and Employment Equity Data Bank (EEDB) as of March 31st, 2019.

Internal representation for Indigenous peoples, members of a visible minority and persons with a disability is based on those who have voluntarily chosen to self-identify in one of the respective employment equity groups, while gender information is taken from the pay system.

The data in these tables cover employees identified for the purpose of employment equity in the Regulations to the [Employment Equity Act](#).

The information includes indeterminates, terms of three months or more, and seasonal employees of organizations captured under the [Financial Administration Act](#), Schedules I and IV (Core Public Administration).

The numbers in the table include EXs (Executive group) and LCs (Law Management).

Excluded from this information are:

- employees on leave without pay,
- students and casual workers,
- Governor in Council appointees,
- Ministers' exempt staff,
- federal judges and
- deputy ministers.

**Distribution of public service of Canada employees by designated sub-group and sex for Executive Members of Indigenous peoples (as of March 31st, 2019)**

Category	SEX	All Employees	Inuit	Métis	North American Indian/First Nation	Other	Grand Total
Executive	Female	2,956	*	67	53	*	<b>139</b>

Source: Pay System and Employment Equity Data Bank (EEDB) as of March 31st, 2019.

Internal representation for Indigenous peoples, members of a visible minority and persons with a disability is based on those who have voluntarily chosen to self-identify in one of the respective employment equity groups, while gender information is taken from the pay system.

The data in these tables cover employees identified for the purpose of employment equity in the Regulations to the [Employment Equity Act](#).

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