

SHARED SERVICES CANADA UPDATE - September 16, 2011

The RCEA recently posed a series of questions to Shane Brunas regarding the creation of Shared Services Canada and the impact on NRC employees. His responses are below. The President of the RCEA has had several meetings with NRC on this and as soon as we have more information it will be posted here.

Here's what I understand so far. I don't think I would call these official answers since like you; we are still waiting more information on how the creation of Shared Services Canada will unfold. In many of my answers below I am sharing with you my understanding/interpretation from the **Questions and Answers for Employees on the Establishment of Shared Services Canada** which the President sent to all NRC staff on August 5th. I have attached a copy for your information.

First Batch of Questions

1. What is the definition of a shared service that is being used by TB (and/or NRC) to determine which jobs go to the new agency? Is there a list of criteria? If so, will you provide it to us?

The definition of what goes to SSC is based on IT Service Groups. The attached High-Level IT Cost Model Reporting Guide and the accompanying Detailed Cost Model Reference provide further detail on what activities are included in the TBS defined IT Service Groups. More details can be found at: http://www.gcpeia.gc.ca/wiki/IT_Services_Management/IT_Expenditure_Reporting

The IT Service Groups that are being transferred to SSC include:

- Email (which is 8.95% of Distributed Computing)
- Production and Operations Computing (100%)
- Telecommunications (data and Voice) (100%)
- IT Security (the proportion relative to the above services) (for NTC it is approximately 50%)
- IT Program Management (the proportion relative to the above services) (for NTC it is approximately 50%)

NRC's total IT expenditure (Salary and Operating) is approximately \$60M. We expect we will need to transfer somewhere between 1/3 and 1/2 of our staff and budget to Shared Services Canada. Our initial assessment is that this translates to approximately 90 of NRC's 280 CS employees and maybe another 6 non-CS staff.

2. Will NRC provide the RCEA with the preliminary list of affected employees? We do understand that it is preliminary, but we feel we need to get a better handle on the impact to both our members and the RCEA. As we have always done in similar situations, we commit to keeping this list entirely confidential and with the understanding that it may change.

I think so, (I believe that is what we agreed to with Serge when Louise and I met him last week) but not yet. Our list is very preliminary. It is based on a target number (which we have disputed) and has not been vetted by all of the DGs who directly supervise many of these staff. When we have a list that is a better picture of what is likely to happen, we will share it with the RCEA.

3. Will NRC support staff (AD and AS) be impacted? If yes, who will be affected and what are the determining factors?

Yes, there are likely some AD and AS and MG staff who will be impacted. The initial analysis is that the only non-CS staff impacted are from IMSB where they directly support IT activities that are being transferred to SSC.

4. I understand that this is all to be done by Oct. 4, 2011. If all the issues have not been resolved by that date, do you believe the deadline will be pushed back?

The October 4th date is not an official target date. When departmental heads of IT were briefed on the creation of SSC on August 4th, we were advised that the Order In Council to move employees will be executed with 2 months, and therefore I think the next wave of moves will happen by October 4th. I don't believe that all the issues will be resolved by that date, nor do I believe that the date will be pushed back.

5. Will Shared Services be a separate agency or will it be part of the Core Public Service with TB as the employer? If it is not part of the Core, what is the mechanism being used by TB to move all these people? What collective agreements will apply? If it is not part of the Core, who will be the bargaining agent, or will that, be determined by a vote?

I believe it will be part of the core. Staff will be moved to SSC through an Order in Council. Staff from the core will continue to work under their existing terms and conditions. Staff transferred in from separate employers will continue to apply their respective terms and conditions (See Q13).

6. Is there any guarantee of a certain amount of continued service for those who go over?

I am not aware of any such guarantees.

Second Batch of Questions

1. The current maximum rates of pay for CS-2 and CS-3 are higher than their public service counterparts. Will they continue to receive the salaries contained in the NRC CS collective agreement?

My understanding is that, yes, they will continue to receive their current rate of pay (See Q12)

2. Will CS group members continue to receive the Terminable Allowance? Until what point in time?

My understanding is that, yes, they will continue to receive their terminable allowances (See Q13).

3. Will CS group members who go to Shared Services still get Xmas shutdown? If not, what will happen to the hours already accumulated for this purpose?

My understanding is that, yes, they will continue to earn and be able to use their Christmas shutdown time (See Q13).

4. Will all leave entitlements and accumulations be carried over in full to Shared Services? I am referring to annual, sick and compensatory leave.

My understanding is that, yes, they will carry earned leave (See Q13).

5. What is the staffing mechanism being used to transfer these employees to Shared Services?

An Order in Council.

6. Will they become PIPS members?

I think so, see Q18.