



# COMMUNITY OF FEDERAL REGULATORS

## CFR | CRF

# MID-YEAR REPORT 2020

This report provides a cumulative snapshot of CFR events and activities from April 1 - September 30, 2020, including a summary of financial standing



### ADVANCING PROFESSIONAL EXCELLENCE

Skilled candidates are attracted to the regulatory profession and equipped with the appropriate knowledge and tools

Launch the virtual delivery of **Cost-Benefit Analysis R004 – Part A** and draft content for **R004 – Part B**

*In collaboration with CSPS & TBS-RAS*

- Course has been divided into two parts: Part A (for the larger regulatory community) & Part B (for cost-benefit analysts)
- Part A: content developed and adapted for online learning with a virtual prototype on August 18th; English and French courses launched for November and December 2020
- Part B: Working Group established and working to develop content by Q4

Deliver virtual **Orientation to Regulation** training in partnership with Algonquin College (content for both national and regional sessions)

- In-class course adapted to an online learning format: English version launched in May and French in June. Pilot of the regional edition completed in September 2020; 70 regulators trained to date. Courses offered on monthly basis

Graduate Cohort 3 of the **Regulatory Professional Development Program** and seek approval for launch of Cohort 4

- Monthly meetings held with participants and mid-year evaluations completed
- Developed option for the redesign of Cohort 4

Advance initiatives in **Cost-Benefit Analysis** including recruitment, training and development of a certificate program

- CFR was awarded funding under the Regulator's Capacity Fund (adminstrated by the Centre for Regulatory Innovation) to pursue the development of a cost-benefit analysis certificate program with an academic partner; and to design a plan for a federal development program for cost-benefit analysts; A TBS-CFR Memorandum of Understanding for the funding was signed in September 2020

Conduct a study on the competencies of the **'Regulator of the Future'**

- CFR commissioned the Conference Board of Canada to write a report on the key skills and competencies for federal regulators; the report was completed in July 2020

Other activities

- CFR compiled and released a list of Regulatory e-Learning – 13 free online courses from external sources (academic institutions and private resources) – to address virtual learning needs amid COVID-19
- The CFR, in partnership with the Compliance & Enforcement Community of Practice is engaging with the Canadian Police Knowledge Network on a one year pilot project to provide access to self-guided "compliance and enforcement 101" training to CFR partner organisations

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## BUILDING A VIBRANT COMMUNITY

The community is connected and shares regulatory expertise

Lead the **Compliance and Enforcement Working Group on COVID-19 Response** and mobilize the **Compliance and Enforcement Network**

- CFR, tasked by the COVID Deputy Minister Committee, co-chaired an interdepartmental working group to develop occupational health safety guidance for federal employees working in the field. This working group also conducted a scan of lessons learned from COVID response
- CFR created a Network of compliance and enforcement executives in the early days of COVID response to enable information sharing across departments on issues related to personal protective equipment, occupational health and safety and virtual inspection

Pivot CFR's suite of **learning events** to online delivery (including REGTalks, Let's Talk, Regulatory Speaker Series and other specialty events)

- CFR 2020 Conference cancelled due to COVID-19; select elements of the conference programme were scheduled for staggered virtual delivery over 2020-2021 as 'REGTalks' (see initial virtual events below)  
May 27 REGTalk – "Digital Government" | 364 registrants  
June 29 REGTalk – "Regulatory Agility: UK Lessons" | 479 registrants  
July 29 REGTalk – "Regulating through Culture" | 312 registrants  
September 30 REGTalk – "Defining Regulatory Problems" | 458 registrants

**In-depth workshops** on timely regulatory topics (held in partnership with community leaders)

- Under discussion for Q3-Q4

Other activities

- CFR coordinated and distributed two "Coffee Chat" learning videos in addition to other pre-recorded videos and reference material to supplement CFR events



## SUPPORTING REGULATORY MODERNIZATION

The community is aware of relevant innovative practices and horizontal modernization efforts

Support implementation of an **Online Regulatory Consultation System – 'ORCS'** by participating in interdepartmental governance and supporting community outreach

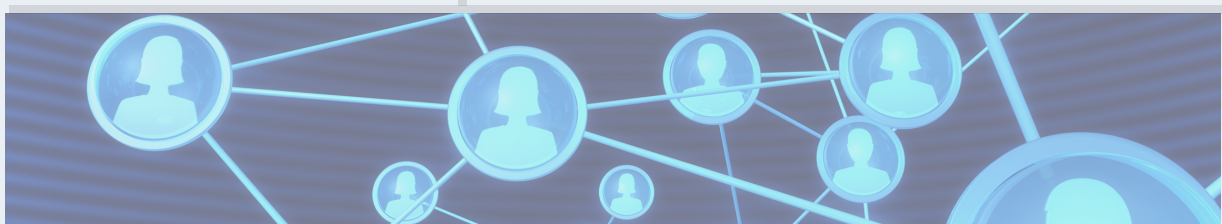
- CFR sits on both the Working Group and Steering Committee of ORCS, representing the line departments. CFR to continue supporting TBS and PSPC in their work on developing ORCS and consulting with departments in advance of its launch

Support the **Centre for Regulatory Innovation's** rollout by participating in multi-level governance (e.g. assessments) and supporting specific projects, as requested

- CFR sits on both the Working Group and Steering Committee of the CRI and supported the launch of intake and screening for Phase 1 of funding allocation.

Support **community-led pilots** (e.g. Rules as Code II, Regulatory Metadata Project) which align with Canada's Regulatory Modernization Agenda

- CFR developed an Memorandum of Understanding with CSPS to provide funding and participate on the next phase of the Rules as Code Pilot with the Labor Program (Trucking Overtime Regulations); as well as support ECCC efforts in developing a Regulatory MetaData project





## MAINTAINING A TRANSPARENT EFFECTIVE ORGANIZATION

CFR is inclusive and transparent with its resource allocation and priority setting

Continued **engagement on 2020-2023 plan** and renewal of Interdepartmental Letters of Agreements

- 30 of 34 interdepartmental Letters of Agreement have been signed
- CFR welcomed the Canadian Human Rights Commission as a new partner
- CFR three-year Strategic Plan and 2020-2021 Annual Plan in final development

Develop a **Strategic Communications Plan** to support business goals

- Communications Plan completed; rebranding strategy underway
- 14 editions of CFR Newsflash issued reaching 7228 subscribers
- Daily social media / weekly web updates
- 2019-2020 Annual Report completed and distributed

Build and maintain **relationships with key partners** such as Carleton University, International Network on Regulatory Delivery (Oxford University), MaRS Solutions Lab

- CFR continues to work closely with partners to advance regulatory learning and innovation including partnering with the International Network on Regulatory Delivery on a series of learning sessions and presenting at the UK International Conference on Inspection Reform on October 7, 2020. CFR collaborates closely with Carleton University on the Career Development for Regulatory Professionals Program and sits in its Steering Committee



## FINANCIAL STANDING AND FORECAST

REVENUES	SEPTEMBER 30, 2020 <sup>1</sup>	MARCH 31, 2021 <sup>2</sup>
CFR Partnership Funding	\$1,790,000	\$1,790,000
CFR-TBS Memorandum of Understanding	\$110,000	\$110,000
	<u>\$1,900,000</u>	<u>\$1,900,000</u>
Salary	\$1,251,850	\$1,425,382
	<u>\$1,251,850</u>	<u>\$1,425,382</u>
Learning and Recognition Events <sup>3</sup>	\$11,137	\$25,459
Awareness and Outreach	0	\$32,000
Professional Services	\$110,175	\$155,170
Office Expenses	\$4,460	\$19,178
Printing and Courier Services	0	\$2,500
Translation Services	\$25,000	\$40,000
Travel <sup>4</sup>	\$246	\$431
Talent Management Activities	\$18,860	\$48,860
Staff Training and Conferences	\$36,121	\$41,020
TBS Activities : Cost-Benefit Analysis	\$63,625	\$110,000
	<u>\$269,624</u>	<u>\$474,618</u>
<b>TOTAL EXPENSES</b>		\$1,900,000
Variance		0

1. Committed and actual expenditures/revenues

2. Total expenditures forecasted to year-end

3. Includes all costs associated with events, except translation

4. Taxi and parking expenditures, Regional Outreach Travel