



Government
of Canada

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du Canada

COMMUNITY OF FEDERAL REGULATORS ANNUAL PLAN 2018-2019



In the upcoming year, the Community of Federal Regulators (CFR) will concentrate on three strategic areas, as outlined in its 2017-2020 Business Plan:

Talent Management

**Targeted recruitment
and strengthen
regulatory capacity
across the system**

Collaboration

**Connect organizations
to foster collaboration
and share regulatory
expertise**

Experimentation

**Increase community
understanding of
innovative regulatory
concepts and enable
their application**



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TALENT MANAGEMENT

Strengthening regulatory capacity across the system

PROFESSIONAL DEVELOPMENT EVENTS

OUTCOME: Regulatory professionals are more knowledgeable, connected and aware of emerging issues

2018 CFR Regulatory Conference

Host CFR's annual flagship event focused on regulatory advancement and effective strategies

No registration fees will be attributed to the 2018 event

Time Frame (anticipated)

November 26-27, 2018

CFR Regulatory Law Enforcement Symposium

Host annual Symposium in collaboration with the Compliance Promotion, Inspection and Enforcement Community of Practice focused on priority regulatory topics

2019 - tbc

Regulatory Speaker Series

Host a series of 2-hour learning events, in collaboration with the Canada School of Public Service, featuring regulatory experts to inform and share best practices with the regulatory community

Q1 - Q4

Nymark Lecture Series

Host an evening lecture event in partnership with Carleton University/UOttawa's Certificate Program in Regulatory Leadership (CPRL) featuring guest speakers to explore various regulatory affairs topics

Q1

Regulatory DM Breakfast

CFR DM Champion to host a breakfast event with her regulatory DM colleagues to discuss regulatory topics of interest

Q1 - Q4

Let's Talk Sessions

Host 1-2 events to discuss and exchange expertise on topics of interest such as risk-based approaches, regulatory and digital transformation, etc.

Q1 - Q4

Special Events/Activities, as required

Host special learning events/activities with partner organizations to support the regulatory community or to capitalize on unique opportunities

Q1 - Q4

SUPPORTING THE REGULATORY PROFESSION

OUTCOME: Advancing the regulatory discipline to boost capacity and mobility

Talent Management ADM Advisory Board

Support meetings of the ADM Advisory Board to provide guidance on CFR's Talent Management, including recruitment, training and professional development

Time Frame (anticipated)

Q₁ - Q₄

Training for Federal Regulatory Professionals

Coordinate with TBS, CSPS and other key partners (i.e. Algonquin College) to develop and deliver regulatory training programs, including ensuring access to training for regional regulatory staff

Q₁ - Q₄

Regulatory Professional Development Program

Conclude Cohort 2 and initiate/launch Cohort 3, including associated learning activities

Q₂ - Q₄

Regulatory Recruitment Initiatives

Work with the Public Service Commission and regulatory managers to maintain the general inventory for entry-level positions, and develop more targeted recruitment strategies for specific regulatory functions (i.e. targeted recruitment for Cost-Benefit Analysts)

Q₃ - Q₄

2018 Regulatory Excellence Awards

Host CFR's Regulatory Excellence Awards to honour and acknowledge outstanding achievements and recognize exemplary federal regulatory talent

June 12, 2018

COLLABORATION

Connect organizations to foster collaboration and share regulatory expertise

SUPPORTING THE FEDERAL REGULATORY PROCESS

OUTCOME: Increased involvement of regulatory professionals in the review of the federal regulatory process

2018 Regulatory Innovation Forum

Host a special full-day event to enable Treasury Board of Canada Secretariat to engage with the CFR as it pursues the regulatory review agenda proposed in the 2018 Federal Budget

Time Frame (anticipated)

May 9, 2018

Liaison with Treasury Board of Canada Secretariat (TBS)

Work with the Regulatory Affairs Sector (TBS) to support the review of the Cabinet Directive on Regulation and the development and promotion of its associated policies and guidance

Q₁ - Q₄

BUILDING COLLABORATIVE NETWORKS AND SOLUTIONS

OUTCOME: Enhanced opportunities for knowledge-sharing, networking and development of common solutions

CFR Communities of Practice (CoPs)

- Compliance, Inspection and Enforcement CoP
- Risk-based Regulatory Delivery CoP
- Cost-Benefit Analysis CoP

Continue support for CFR's Communities of Practice through facilitation of networks (in-person and online) to promote information exchange and opportunities for collaborative projects

Time Frame (anticipated)

Q₁ - Q₄

CFR Working Groups

- Administrative Monetary Penalties System (AMPS)
- Service Fees

Continue support for CFR's Working Groups through facilitation of networks (in-person and online) to develop common solutions on priority regulatory issues that require a systemic/government-wide lens

Q₁ - Q₄

EXPERIMENTATION

Increase community understanding of innovative regulatory concepts and enable their application

ENABLING NEW WAYS OF WORKING

OUTCOME: Regulatory professionals are aware of and apply new ways of working to respond to the evolving needs of Canadians

Building Partnerships

Continue to develop partnerships with innovation groups (internal and external to government) to shepherd future experimentation activities

Time Frame (anticipated)

Q1 - Q4

Promoting Innovative Approaches

Continue to introduce, discuss and promote the use of innovative approaches in regulatory work - including incorporating innovative topics in CFR learning events and commissioning papers to articulate solutions

Q1 - Q4

Prototypes

Identify new projects to prototype the use of new approaches in future regulatory work (ie. artificial intelligence, behavioural economics, Internet of Things, Blockchain)

Q1 - Q4

eRegs

Support the newly established Government of Canada eRegs Committee [Budget 2018 tasked Treasury Board of Canada Secretariat to develop an e-regulation system to engage Canadians on regulation in order to improve the transparency and efficiency of the overall rule-making process.]

Q1 - Q4

ENABLING ACTIVITIES

COMMUNITY ENGAGEMENT

OUTCOME: Regulatory professionals are informed of CFR (and its activities) and partner organizations are leveraged to share common interests and goals for regulatory advancement

CFR Communications and Outreach

Implement communications activities to support increased engagement and organizational partnership in the CFR, including social media and internal to government channels

Time Frame (anticipated)

Q1 - Q4

Strategic Partnerships

Expand and build partnerships with government and external groups to share and expand common interests, including partnerships with other government functional communities

Q1 - Q4

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