

CIRB's Response to the Management Accountability Framework 2008-2009 (Round VI) Assessment

The Management Accountability Framework (MAF) establishes the elements that set out the Government of Canada's expectation for sound public management. In doing so, the MAF establishes a framework of accountability for deputy heads that is shared among the Treasury Board Secretariat (TBS), the Office of the Chief Human Resources Officer (OCHRO), the Office of the Comptroller General (OCG) and other departments/agencies. The MAF serves as a benchmark to reinforce sound management practices in the public service and reflects a government-wide focus on strengthening accountabilities and achieving results for Canadians.

As a small department, the Canada Industrial Relations Board (CIRB) is assessed every three years. The CIRB was last assessed in 2005-2006, but as aspects of MAF reporting and methodologies have been changing on a yearly basis, it makes it difficult to compare its recent assessment results with previous assessments. Nonetheless, the results of the 2008-2009 MAF Assessment represent a snapshot of the CIRB's performance against a specific set of criteria as of March 31, 2009. In Round VI, the CIRB was evaluated against 19 areas of management.

Overall, the results demonstrate that the CIRB has made improvements in several areas, with 12 areas of management meeting TBS requirements and garnering ratings of "acceptable" and "strong."

The CIRB will continue to take appropriate steps to ensure that strong management practices are in place and that over the next three years, we work with Treasury Board Secretariat to position ourselves to achieve, at a minimum, an acceptable rating in all areas of management. Over the course of 2009-2010, the CIRB will initiate actions in the following areas of management:

Effectiveness of Corporate Risk Management: The CIRB will develop a risk management profile and develop a framework for the Board's management team to use to ensure that risk is consistently assessed, documented and monitored.

Financial Management and Control: CIRB will review its internal procedures and tools that support management practices with respect to the exercise of section 34 responsibilities and will further focus its attention to the proper training of, and succession planning for its Financial Services team.

Effective Management of Security and Business Continuity: CIRB will review its security program and ensure compliance and alignment with the new Government of Canada security policy instruments, as they are adopted and implemented.