

Office of the Commissioner for Federal Judicial Affairs

2005-2006

Report on Plans and Priorities

Minister of Justice and
Attorney General of Canada

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SECTION I – OVERVIEW

Commissioner's Message

The [Office of the Commissioner for Federal Judicial Affairs](#) (FJA) was created in 1978 to safeguard the independence of the judiciary and to put federally appointed judges at arms length from the administration of the Department of Justice. It exists to promote the better administration of justice and focuses its efforts on providing a sound support role to the federal judiciary.

It administers three distinct and separate components that are funded from three very distinct sources. Statutory funding is allocated for the judges's salaries, allowances and annuities and surviving beneficiaries's benefits. Voted appropriations are provided in two separate votes to support the administrative activities of the Office of the Commissioner and the administrative activities of the [Canadian Judicial Council](#).

The Canadian Judicial Council is made up of the Chief Justices and Associate Chief Justices of Canada. The Council act independently in the pursuit of it mandate of fostering a better administration of justice in Canada. The Council is served by a small office whose staff report to me but who are accountable to the Chief Justice of Canada in serving the needs of the Council. My office provides administrative and financial support and advice to the Council in support of its mandate.

The administration of the Office of the Commissioner is structured to reflect the distinctiveness of its role in supporting federal judicial activities. Under the Program Activity Architecture, the organization is broken down into three program activities: Payments Pursuant to the [Judges Act](#); [Canadian Judicial Council](#); and Federal Judicial Affairs (FJA).

These activities strive to meet our priorities of: developing organizational capacity; building a strong, integrated team; improving service delivery; enhancing communications; and managing information.

Success in fulfilling these priorities is determined through measurement strategies which assess the level of achievement of key results. FJA prides itself in providing a consistent, high level of service to federally appointed judges.

David Gourdeau

Summary Information

Reason for Existence – Section 73 of the [Judges Act](#) provides for the establishment of an officer called the [Commissioner for Federal Judicial Affairs](#) who shall have the rank and status of a deputy head of a department. Section 74 sets out the duties and functions of the Commissioner.

The Office of the Commissioner:

- administers Part I of the *Judges Act* by providing judges of the [Federal Court of Appeal](#), the [Federal Court](#), the [Tax Court of Canada](#) and federally appointed judges of provincial and territorial superior courts with salaries, allowances and annuities in accordance with the *Judges Act*;
- prepares budgetary submissions and provides administrative services to the [Canadian Judicial Council](#); and
- undertakes such other missions as the Minister of Justice may require in connection with any matters falling, by law, within the Minister's responsibilities for the proper functioning of the judicial system in Canada.

Results for Canadians

Under the Canadian constitution, the judiciary is independent from the executive and legislative branches of government. Judicial independence is intended to ensure that judges make decisions free of influence, based solely on the facts and the law. Once appointed, a judge is eligible to serve on the bench until retirement (age 75 for federally appointed judges). Judges must also receive proper remuneration in such a manner that does not leave them in a position of dependence or subject to pressure. In Canada, governments cannot change judges' salaries or benefits or remove judges from office without going through an appropriate, independent procedure.

Financial Resources

2005-2006	2006-2007	2007-2008
\$351,731,000	\$398,904,000	\$424,119,000

Human Resources

2005-2006	2006-2007	2007-2008
69	68	68

Departmental Priorities

	Type	Planned Spending		
		2005-2006	2006-2007	2007-2008
Develop organizational capacity	Ongoing	100,000	100,000	100,000
Build a strong, integrated team	Ongoing	100,000	100,000	100,000
Improve service delivery	Ongoing	500,000	TBD	TBD
Enhance communications	Ongoing	100,000	100,000	100,000
Manage information	Ongoing	200,000	300,000	200,000

Departmental Plans and Priorities

External Environment

Since the year 2001, our world has had to come to grips with dramatic challenges that many, previously, would have deemed a fantasy. While issues raised then are not new to our country, Canada's focus on and commitment to resolving them have intensified. The unprecedented emphasis the government now puts on security in all its operations is but a pale indication of this evolution. The situation is unlikely to change in the foreseeable future.

One must also draw attention to other significant factors particular to FJA such as requests for services from provincial judges and other key actors among the judicial community, including numerous opportunities for judicial partnerships both within and outside Canada. These new or growing priorities will keep adding more pressure on FJA to perform better and faster and to provide new services and to enhance existing ones.

FJA recognizes that it operates within a technology-driven world economy where mandates, demands, constraints, partnerships and the unforeseen are part of the landscape, and where the government sets the national priorities and management and accountability framework.

Internal Environment

FJA's internal environment is complex, due in part to the small size of its organization, which tends to understate the importance of its role within government. With only about 69 employees, the Office serves more than 1,039 judges and 697 pensioners and survivors, 116 Advisory Committee members and over 500 applicants for judicial appointment. FJA administers a budget in excess of \$351 million annually which pays for judges' salaries, allowances and annuities, relocation and travel expenses as well as covering the costs of running the Office (informatics,

training, finance, administration and other related expenses). It provides other services to judges including language training. It also provides services to the legal community through the publication of the Federal Courts Reports, services to the Minister of Justice through the operation of the Judicial Appointments Secretariat. FJA must comply with the same central agency expectations and requirements (comptrollership, management and accountability systems, etc.) as do larger departments that enjoy core, specialized resources in the fields of planning, communications, human and financial administration and evaluation.

These compelling responsibilities take a heavy toll on the human and financial resources that ought to be fully dedicated to serving the needs of FJA clients. Thus, the implementation of certain aspects of the modern comptrollership concept or the Human Resources Management Modernization, by way of example, could be imperilled barring the availability of resources.

After completion of the restructuring of FJA and some of its service delivery mechanisms, most of which have been accomplished, a light, flexible, highly professional entity will likely emerge and be the pride of its members. Unanimous in praising the professionalism and remarkable work of departmental employees, senior management acknowledges that there is still room for improvement in providing them with the right tools and creating a work environment conducive to optimal performance. Such an environment encompasses strong leadership based on effective, bilingual internal communication, clearly delineated responsibilities, agreed-upon expectations, staff/management training and employee participation in discussions and decisions that might impact on them on their job or even on the future of this organization.

Short and medium-term retirement of managers and staff members may well exacerbate the Office's vulnerability. It is not unusual for small organizations that lack adequate succession planning or face employee turnover to experience sporadic organizational uncertainty.

In 1995, FJA initiated international judicial partnerships through [Canadian International Development Agency](#). Commencing with Ukraine, partnerships with Russia and Ethiopia quickly followed. FJA remains involved in promoting and facilitating participation by members of the Canadian judiciary in a number of international co-operation projects.

Management Priorities

During the course of fiscal year 2004-2005, the Office embarked on a Transformation Initiative. The impetus for the Transformation Project originates from the Commissioner's commitment in November 2003 that FJA would enhance its capacity to deliver effective and efficient services to the federal judiciary.

An environmental scan was completed by Consulting and Audit Canada in September 2004 which revealed that the organizational structure was sound, and client (judges) satisfaction was cited as high.

FJA envisions itself as a "best-in-class" provider to the Canadian judiciary, and an exemplary workplace in which colleagues and partners are highly valued, an organization where FJA employees strive to exceed client expectations. Six initiatives have been established as priorities. Implementing these priorities is expected to significantly change the way FJA manages its

operations, delivers its services, and facilitates the way FJA managers and employees relate to one another, their clients and partners. The impact of these six initiatives on Human Resources will need to be assessed, planned and well integrated.

Corporate Planning

The Corporate Planning initiative will create a formal system of corporate policy development, planning, performance management and program evaluation.

By having formal system for corporate policy development, planning, performance management and program evaluation, FJA will be able to ascertain that the services it provides to judges, the Canadian Judicial Council, and to the Minister of Justice are in accordance with established policies and are effective and efficient.

The work plan includes the need for the development of a Corporate Policy, Planning and Evaluation Framework that describes and tracks a full range of initiatives contemplated within the scope of this initiative. This plan would include:

- initiatives contemplated within the scope of this priority
- define critical success factors associated with this priority “What does good look like”
- description of interim and final deliverables
- a schedule of steps leading to the preparation of deliverables and identification of resource requirements; and
- a proposal of the internal and external resources required for each step in the schedule, quantified and qualified.

The performance indicators associated with this priority would include:

- Approved Framework and Plan
- Evaluation of each initiative in Corporate Policy, Planning and Evaluation Framework.

Business Process Review

The goal of the Business Process Review initiative is the improvement of FJA service delivery processes. The intent is to improve levels of service by finding ways to work smarter and to maximize new technologies in product development and delivery.

The Business Process Review initiative includes a workflow analysis of five existing work areas:

- Judges Language Training Program
- Federal Courts Reports Publication process
- Finance and Administration
- Communications and Information Systems
- Judges Administration

The performance indicators for this priority will include:

- Implementation of recommendations contained in the review of the Judges Language Training Program
- Completed documentation on Federal Courts Publication process
- Completed documentation of Finance and Administration processes
- Completed documentation of Communications and Information Systems processes
- Completed documentation of Judges Administration processes.

Communications

The goal of the Communications initiative is to improve how effectively FJA managers, employees, clients and partners communicate with each other. The primary goal is to improve internal communications throughout the various layers of the FJA organization, as well as across organizational boundaries.

The Communications initiative will propose and develop needs-based communications strategies, approaches, and vehicles to improve the way knowledge and information is developed and shared among FJA managers and employees. The scope of the initiative includes collection and dissemination of administrative and related information among managers and employees. It also includes the effective use of electronic communication channels and vehicles such as e-mails, e-surveys, e-learning, chat rooms, as well as communication events like committee meetings, Commissioner's Town Hall meetings, lunch-n-learn seminars. The development and enhancement of practical communication skills includes writing, editing, presentation, interviewing, listening, facilitation, team building, positive thinking, mentoring, and coaching.

The performance indicators for this initiative will be based on comments and feedback received from managers, employees, clients and partners on the success of this initiative.

Information Systems

The goal of the Information Systems initiative is to overturn FJA's heavy reliance on manual processes, and introduce efficiencies through the adoption of automated information transfer mechanisms.

This entails the creation of integrated systems to reduce manual processes, eliminate redundant and home grown systems, and facilitate automated information transfer. The design and implementation must follow systems development approach required in TB procedures and guidelines for the management of information systems projects.

The Information Systems initiative includes a review of two legacy systems currently in place:

- Judicial Appointments Secretariat System
- Compensation and Benefits System.

The performance indicators for this initiative include:

- Conceptual design of revised Judicial Appointments Secretariat System
- Conceptual design of revised Judicial Compensation and Benefits System

Information Management

The goal of the Information Management initiative is to improve the effectiveness of FJA's management of information, data, and knowledge resource holdings.

This initiative entails a comprehensive review of FJA information and data holdings and requirements, as well as the policies and systems used to identify and define, collect and create, store and preserve, access and disseminate FJA knowledge and information.

The performance indicators will include:

- Completed review of information and data holdings
- Implementation of an enterprise reporting tool

Security

The goal of the Security initiative is to create a single point of reference for all aspects of security, including physical security of FJA clients, employees, visitors, facilities, data, information and systems.

This initiative entails all current and foreseeable FJA roles and responsibilities for providing security to individuals, information, knowledge, data, systems, equipment, and facilities. The concerns for individual security extend to the security of clients, managers, employees, visitors, partners and suppliers. The range of issues includes FJA strategies, policies, procedures, and protocols, as well as all issues of accountability, responsibility, and authority for all aspects of security.

The performance indicators will include:

- Physical security in place
- Security concerns included in all workplans

**SECTION II – ANALYSIS OF PROGRAM ACTIVITIES BY
STRATEGIC OUTCOME**

Analysis by Program Activity

Strategic Outcome:

An Independent and Efficient Federal Judiciary.

Program Activity Name: Payments pursuant to the [Judges Act](#)

Financial Resources:

2004-2005	2005-2006	2006-2007
\$330,076,000	\$389,277,000	\$414,596,000

Human Resources:

2004-2005	2005-2006	2006-2007
0	0	0

The number of judges are not included in the FTE count for the [Office of the Commissioner for Federal Judicial Affairs](#). The number of judicial positions are identified in the [Judges Act](#). As of January 31, 2005 there are 1,039 federally appointed judges in Canada and there are 697 pensioners receiving a pension pursuant to the *Judges Act*.

Payments of salaries, allowances and annuities to federally appointed judges, and their survivors, in the Superior Courts and Courts of Appeal in Canada.

Allows for the Statutory payment of salaries, allowances and annuities to federally appointed judges, and their survivors. These payments are issued in accordance with the various provisions of the *Judges Act*.

Key Program or Service Name: Courts of Appeal in Canada

Financial Resources:

2004-2005	2005-2006	2006-2007
\$45,155,000	\$53,254,000	\$56,717,000

Provides for payment of salaries, allowances and annuities to federally appointed judges in the Courts of Appeal in Canada, and to their survivors.

The number of Court of Appeal judges appointed in Canada is legislated in the *Judges Act* and is also specified in the various Judicature Acts in the provinces. Appointments can only be made when vacant positions exist in the various courts.

Key Program or Service Name: Superior Courts in Canada

Financial Resources:

2004-2005	2005-2006	2006-2007
\$282,721,000	\$330,823,000	\$352,679,000

Provides for payment of salaries, allowances and annuities to federally appointed judges in the Superior Courts in Canada, and to their survivors.

The number of Superior Court judges appointed in Canada is legislated in the *Judges Act* and is also specified in the various Judicature Acts in the provinces. Appointments can only be made when vacant positions exist in the various courts.

Key Program or Service Name: Public Security Anti-Terrorism

Financial Resources:

2004-2005	2005-2006	2006-2007
\$2,200,000	\$5,200,000	\$5,200,000

Provides for payment of salaries, allowances and annuities to federally appointed judges of the Federal Court appointed under the authority of the Public Security Anti-Terrorism legislation, and to their survivors.

The Public Security Anti-terrorism legislation allowed for the appointment of up to fifteen judges to the Federal Court to deal with the issues covered under this legislation. Appointments can only be made when vacant positions exist in the number of approved positions.

Program Activity Name: [Canadian Judicial Council](#)

Financial Resources:

2004-2005	2005-2006	2006-2007
\$2,127,250	\$1,673,000	\$1,673,000

Human Resources:

2004-2005	2005-2006	2006-2007
7	8	8

Provide integrated support (administrative, secretariat, policy and legal research and advice) to the Council in support of its statutory mandate to foster better administration of justice in Canada and serve as the body that oversees the professional conduct of judges.

Key Program or Service Name: Council Administration

Financial Resources:

2004-2005	2005-2006	2006-2007
\$1,917,250	\$1,423,000	\$1,423,000

The role of the Office of the Canadian Judicial Council is to support the Council, its committees and its members in their carrying out of the Council's mandate. Such support includes the giving of advice, the implementation of decisions taken, and such administrative and executory functions as are necessary to the efficient and effective carrying out of that mandate.

Key Program or Service Name: Committee Activities

Financial Resources:

2004-2005	2005-2006	2006-2007
\$250,000	\$250,000	\$250,000

Provides integrated support to the committees, subcommittees and working groups established by the Council to meet its statutory mandate. The support could include the hiring of professionals to assist the committees in meeting their objectives. The Council determines the number of committees and number of members appointed to each committee. The current standing committees are: Judicial Conduct; Judicial Education; Public Information; Judicial Independence; Judicial Salaries and Benefits; Administration of Justice; Appeal Courts; Trial Courts; and Nominations.

Program Activity Name: [Federal Judicial Affairs](#)

Financial Resources:

2004-2005	2005-2006	2006-2007
\$9,518,013	\$7,954,000	\$7,954,000

Human Resources:

2004-2005	2005-2006	2006-2007
62	61	61

Provides other administrative services to federally appointed judges including language training, editing of the Federal Courts Reports, and services to the Minister of Justice through the Judicial Appointments Secretariat. Also provides support to the judiciary in the areas of finance, human resources, administration and information management.

Judges who follow the language training program will receive quality training at a reasonable cost. Important decisions of the Federal Courts of Canada will be published in the Federal Courts

Reports. The Minister of Justice will have a substantial list of qualified recommended candidates for appointment to the federal judiciary in Canada. Judges will receive timely reimbursement of claims submitted, proper salary and deductions and timely information which is pertinent to their position as judges.

Key Program or Service Name:Commissioner's Office

Financial Resources:

2004-2005	2005-2006	2006-2007
\$1,757,013	\$1,062,000	\$1,062,000

The Commissioner's Office is responsible for the operation of the Office of the Commissioner for Federal Judicial Affairs.

Key Program or Service Name:Deputy Commissioner's Office

Financial Resources:

2004-2005	2005-2006	2006-2007
\$3,871,000	\$3,595,000	\$3,595,000

The Deputy Commissioner's Office is responsible for the day-to-day operations of the Office of the Commissioner for Federal Judicial Affairs. These responsibilities include provision of direct services to the members of the judiciary and to departmental staff including finance, human resources, administration and information management.

Key Program or Service Name:Judges Language Training

Financial Resources:

2004-2005	2005-2006	2006-2007
\$1,971,000	\$1,661,000	\$1,661,000

Provides to federally appointed judges who qualify for the program, language training services in either of the official languages. The program includes intensive immersion sessions as well as private tutoring between sessions.

Key Program or Service Name:Federal Courts Reports

Financial Resources:

2004-2005	2005-2006	2006-2007
\$1,093,000	\$1,067,000	\$1,067,000

The Federal Courts Reports were created in 1971 when the *Federal Court Act* was passed. Subsection 58(2) of the Act provides that “The editor shall include in the reports only the decisions or the parts of them that, in the editor’s opinion, are of sufficient significance or importance to warrant publication in the reports.” The Federal Courts Reports consist of four volumes per year made up of three parts per volume with one part being published each month. In addition to publishing the Reports in paperback format, the Section, in association with the University of Montreal, makes the Reports available on the FJA website.

Key Program or Service Name:Judicial Appointments Secretariat

Financial Resources:

2004-2005	2005-2006	2006-2007
\$432,000	\$465,000	\$465,000

The Commissioner for Federal Judicial Affairs has the overall responsibility for the administration of the judicial appointments process on behalf of the Minister of Justice. The Commissioner is expected to carry out his responsibilities in such a way as to ensure that the system treats all candidates for judicial office fairly and equally. The Commissioner’s responsibility is exercised directly or by his delegate, the Executive Director, Judicial Appointments. It is the Commissioner’s or the Executive Director’s particular responsibility, on behalf of the Minister, to ensure that all assessments are completed expeditiously and thoroughly.

Key Program or Service Name:Judicial Compensation and Benefits Commission

Financial Resources:

2004-2005	2005-2006	2006-2007
\$394,000	\$104,000	\$104,000

The Judicial Compensation and Benefits Commission is an independent commission appointed pursuant to section 26 of the *Judges Act*. This commission is made up of three members appointed by the Governor in Council, one person nominated by the judiciary, one person nominated by the Minister of Justice and one person, who shall act as Chairperson, nominated by the first two members. The commission is appointed to inquire into the adequacy of the salaries and other amounts payable under the *Judges Act* and into the adequacy of judges’ benefits generally.

SECTION III – SUPPLEMENTARY INFORMATION

Management Representation Statement

I submit for tabling in Parliament, the 2005-2006 Report on Plans and Priorities (RPP) for the Office of the Commissioner for Federal Judicial Affairs.

This document has been prepared based on the reporting principles contained in the *Guide to the preparation of Part III of the Estimates: Reports on Plans and Priorities*.

- It adheres to the specific reporting requirements outlined in the TBS guidance;
- It is based on the department's approved accountability structure as reflected in its MRRS;
- It presents consistent, comprehensive, balanced and accurate information;
- It provides a basis of accountability for the results achieved with the resources and authorities entrusted to it; and
- It reports finances based on approved planned spending numbers from the Treasury Board Secretariat in the RPP.

David Gourdeau
Commissioner

Organizational Information

FJA Mission Statement

We support judicial independence by providing services to the federal judiciary. These services include:

- Administration of the judicial appointments process
- Provision of compensation, pension & benefits
- Support of the judicial intranet
- Management of language training
- Publishing of Federal Courts Reports
- Provision of administrative support to Canadian Judicial Council

FJA Vision Statement

FJA will be recognized as a best-in-class service provider to the Canadian judiciary. As an exemplary workplace, we value our colleagues, our clients, our partners. We will exceed client expectations.

Organization Chart

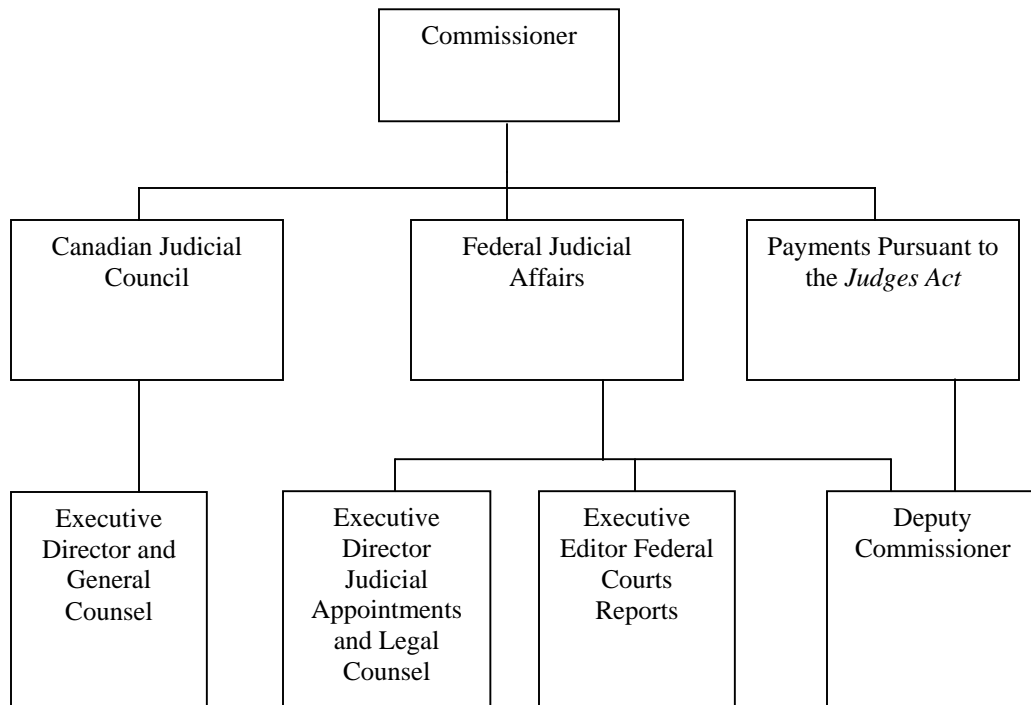


Table 1: Departmental Planned Spending and Full Time Equivalents

(\$ millions)	Forecast Spending 2004-2005	Planned Spending 2005-2006	Planned Spending 2006-2007	Planned Spending 2007-2008
Payments Pursuant to the <i>Judges Act</i>	327.1	342.1	348.3	359.9
Canadian Judicial Council	1.7	1.7	1.7	1.7
Federal Judicial Affairs	9.1	8.2	8.3	8.1
Budgetary Main Estimates (gross)	337.9	352.0	358.3	369.7
Less: Respendable revenue	.3	.3	.3	.3
Total Main Estimates	337.6	351.7	358.0	369.4
<i>Adjustments:</i>				
Supplementary Estimates:				
Judicial Compensation and Benefits Commission	.4	0	0	0
Carry Forward from Previous Year	.3	0	0	0
Judicial Inquiry and Management of Government Information funding	.5	0	0	0
Adjustment to Judges Salaries, Allowances and Benefits	3.0	28.9	40.9	54.7
Procurement Savings	0	(0.1)	0	0
<i>Total Adjustments</i>	4.2	28.8	40.9	54.7
Total Planned Spending	341.8	380.5	398.9	424.1
Total Planned Spending	341.8	380.5	398.9	424.1
Less: Non-Respendable revenue	12.4	13.1	14.1	15.2
Plus: Cost of services received without charge	1.0	1.0	1.1	1.1
Net cost of Program	330.4	368.4	385.9	410.0
Full Time Equivalents	69	69	69	69

Table 2: Program by Activity

2005-2006						
Program Activity	Budgetary				Total Main Estimates	Total Planned Spending
	Operating	Gross	Revenue	Net		
Payments Pursuant to the <i>Judges Act</i>	342,104,000	342,104,000	0	342,104,000	342,104,000	342,104,000
Canadian Judicial Council	1,673,000	1,673,000	0	1,673,000	1,673,000	1,673,000
Federal Judicial Affairs	8,229,000	8,229,000	275	7,954,000	7,954,000	7,954,000
Total	352,006,000	352,006,000	275	351,731,000	351,731,000	351,731,000

Table 3: Voted and Statutory Items listed in Main Estimates

2005-2006			
Vote or Statutory Item	Truncated Vote or Statutory Wording	Current Main Estimates	Previous Main Estimates
20	Operating expenditures	7,186,000	7,970,000
25	Canadian Judicial Council-Operating expenditures	1,575,000	1,575,000
(S)	Judge's salaries, allowances and annuities, annuities to spouses and children of judges, and lump sum payments to spouses of judges who die while in office	342,104,000	327,076,000
(S)	Contributions to employee benefit plans	866,000	936,000
	Total Department or Agency	351,731,000	337,557,000

Table 4: Net Cost of Department for the Estimates Year

2005-2006		
(\$ millions)	Office of the Commissioner for Federal Judicial Affairs	Total
Total Planned Spending	380.5	380.5
<i>Plus: Services Received without Charge</i>		
Accommodation provided by Public Works and Government Services Canada (PWGSC)	.7	.7
Contributions covering employers' share of employees' insurance premiums and expenditures paid by TBS (excluding revolving funds)	.3	.3
Worker's compensation coverage provided by Social Development Canada	0	0
Salary and associated expenditures of legal services provided by Justice Canada	0	0
	1.0	1.0
<i>Less: Non-responsible Revenue</i>	13.1	13.1
2005-2006 Net cost of Department	368.4	368.4

Table 5: Sources of Respendable and Non-Respendable Revenue

Respendable Revenue

(\$ millions)	Forecast Revenue 2004-2005	Planned Revenue 2005-2006	Planned Revenue 2006-2007	Planned Revenue 2007-2008
<i>Federal Judicial Affairs</i>				
Office of the Umpire	.1	.1	.1	.1
Administrative agreement with Canadian International Development Agency	.2	.2	.2	.2
	<u>.3</u>	<u>.3</u>	<u>.3</u>	<u>.3</u>
Total Respendable Revenue	.3	.3	.3	.3

Non-Respendable Revenue

(\$ millions)	Forecast Revenue 2004-2005	Planned Revenue 2005-2006	Planned Revenue 2006-2007	Planned Revenue 2007-2008
<i>Payments Pursuant to the Judges Act</i>				
Judges' Contribution to Pension Fund	12.4	13.1	14.1	15.2
	<u>12.4</u>	<u>13.1</u>	<u>14.1</u>	<u>15.2</u>
Total Non-Respendable Revenue	12.4	13.1	14.1	15.2

Total Respendable and Non-respendable Revenue	12.7	13.4	14.4	15.5
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SECTION IV – OTHER ITEMS OF INTEREST

Corporate Services

Included in the Program Activity, Federal Judicial Affairs, is a component for the provision of Corporate Services. The following is a breakdown of these resources.

Financial Resources:

2004-2005	2005-2006	2006-2007
\$882,280	\$844,000	\$844,000

Human Resources:

2004-2005	2005-2006	2006-2007
5	5	5

Provision of all Finance and Administration, Human Resources and Communications and Information Technology requirements for the department.

Key Program or Service Name: Finance and Administration

Financial Resources:

2004-2005	2005-2006	2006-2007
\$264,350	\$246,000	\$246,000

The Finance and Administration Division is responsible for all duties falling under the scope of financial services, purchasing/contracting and registry services

Key Program or Service Name: Compensation, Benefits and Human Resources

Financial Resources:

2004-2005	2005-2006	2006-2007
\$281,750	\$281,000	\$281,000

The Compensation, Benefits and Human Resources Division is responsible for providing policy interpretations, advice, expertise and guidance to both senior management and to judges, regarding all aspects of appointments, leaves of absence, relocation, retirements, compensation, benefits and related matters.

Key Program or Service Name:Communication and Information Systems

Financial Resources:

2004-2005	2005-2006	2006-2007
\$336,000	\$317,000	\$317,000

The Communications and Information Systems Directorate is comprised of four sections: Communications Information Management Section which is responsible for the management and security of the data and information maintained by the office; Judicom Training Section which provides computer training to federally appointed judges; Production and Operations Section which maintains the various operating systems of the office; and Project Management and Development Section which involves system development and acquisition.

Listing of Statutes and Regulations

Statutes and Regulations Currently in Force:

<i>Judges Act (R.S.C., 1985, c. J-1, s. 1.)</i>	June 2001
<i>Judges Act (Removal Allowance) Order (C.R.C., c. 984)</i>	February 1991
<i>Judges Act (Widow and Children Annuities) Regulations (C.R.C., c. 985)</i>	July 2003
<i>Enhanced Survivor Annuity Regulations (P.C. 2001-1361)</i>	August 2001
<i>Optional Survivor Annuity Regulations (P.C. 2001-1362)</i>	August 2001

Listing of Statutory and Departmental Reports

Federal Courts Reports
Federal Judicial Appointments Process-February 2003

Other Reports:

Report and Recommendations of the 2004 Judicial Compensation and Benefits Commission
Canadian Judicial Council Annual Report

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