



**THE
OTTAWA**

AFCEAN
May 2004

Inside This Issue	
<i>May Luncheon</i>	<i>p1</i>
<i>Upcoming Events</i>	<i>p3</i>
<i>Method of Payment</i>	<i>p4</i>
<i>Your Input</i>	<i>p4</i>

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AFCEA Golf Tournament

May 27, 2004 at The Meadows Golf Club.

For more information go to: www.afcea.ca/ott/golf.htm

PD Presentation Report

Complementary Skills Augmentation Pilot (CSAP)

Bob Mornan, Executive Director, Business Development,
Chief Information Officer Branch (CIOB), Treasury Board of Canada Secretariat

May PD Meeting Presentation, reported by Dave Edmunds

Mr. Mornan said that one of his jobs is to review the Interchange Canada Program which promotes the temporary assignment exchanges of employees between the Public Service and all other sectors. He has found that the consensus of involved parties is that there could be improvements. There are critical staff vacancies in information management and information technology (IM/IT), and high costs of staff augmentation. The federal government urgently needs qualified people to supply chief information officer, project management, architect and other specialized skills, in both senior and not-so-senior positions. The government spends about \$850 million annually on staff augmentation, and many repetitive directed contracts of less than \$25K. The Consulting and Audit

(Continued on Page 2)

New Members

Corporate

Bell Canada - Enterprise : Pamela Kline; CALIAN: Greg Beauchamp, Patrick Currie and David Draper; Lockheed Martin Canada: Charlie Jamieson; Thales Systems Canada: Keith Tucker

Individual

Col (Ret) James Leitch; Bob Mornan, Treasury Board of Canada Secretariat;
Capt Mikhail Mytarev Sr.

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Complementary Skills Augmentation Pilot

(continued from page 1)

Canada (CAC) agency of Public Works and Government Services, adds an additional 17% overhead. Altogether, these contracts carry a high administrative burden and impede building background and teamwork.

However, Mr. Mornan said, hiring indeterminate term employees is not the answer. Public Service modernization will help over time, but the cumbersome hiring process makes it much faster to contract out. After hiring, a desirable outcome results only half the time. A successful candidate may be promoted without leaving his or her present position, there is no certainty of duration of assignment, mobility is largely self-determined, and language training requirements may keep the candidate away from the employment desired for up to 15 months.

Neither is contracting an answer. There is the administrative burden of many small contracts. Contracted workers often cost two to three times what is paid to the Civil Service; the cost is what would be paid to 15,500 full time equivalents, then add the overhead for 4,800 contractors. Also there is very little leverage, no guarantee of continuity, and morale issues arising among those who are peers in tasks and responsibilities, but not peers in remuneration or administration.

Nor is interchange any longer the answer. Interchange is a personal development program that has morphed into a staffing instrument. The usage has grown; especially in IM/IT; 22 EX-level and 64 non-EX-level positions are filled by Interchange. There have been many irregularities in the past: employees not returning to their employer after assignment, narrow interpretation of the policy prevents its application to sole proprietors and very small companies, probably more than 75% of the contractors are engaged for many years. Although the Information Technology Association of Canada (ITAC) has played a 'broker' role in the last decade, contractors don't like their people becoming ITAC employees.

Mr. Mornan said that the CSAP is designed to replace interchange for high end IM/IT assignments, offering the following features: long term full-time assignments for two to five years; short term full-time assignments six to 12 months; better value for money (20-40% less than contracting); fair market value compensation (exclusive of benefits and pension); very little administrative overhead; attractive to good external talent, especially individuals; tremendous development opportunity for industry; industry associations (such as ITAC, AFCEA, etc.) to play an optional 'broker' role (advertise, recruit, screen, administer for a fee). ITAC and its members have shown great interest; there has also been significant interest from very small companies with very highly specialized skills and experiences.

Mr. Mornan displayed a diagram of relationships in the CSAP proposal, and explained the functions. CSAP would belong to the Public Service Human Resources Management Agency of Canada (PSHRMAC), with program management delegated to the CIOB. The deputy head of a federal department or agency would have the authority to identify a vacancy and a willing candidate, with CIOB assisting if needed. The candidate and his/her employer, which must be an incorporated company, choose an industry association which enters into contracts with the department and with the

(Continued on Page 3)

AFCEA Membership Information

For information about joining AFCEA, or to make changes to your membership profile (e.g. change of address), visit the AFCEA International website at www.afcea.org - click on "Join/Renew" or check the Portal.

If you should encounter problems, call 703-631-6158 or email services@afcea.org.

The AFCEA Ottawa Chapter would like to express its continuing gratitude to TIME ICR for providing its voice message system.



THALES

Systems Canada

Thales wins UAV System Contract in Canada

Thales has announced a \$649,000 contract to deliver an Uninhabited Aerial Vehicle (UAV) system to the Canadian Forces Experimentation Centre (CFEC) for joint service concept development and evaluation. Thales partner and UAV manufacturer Advanced Ceramics Research, Inc. (ACR), of Tucson, Arizona will deliver the UAV System by 15 July 2004 and support services will be provided by Thales until mid-July 2006.

Complementary Skills Augmentation Pilot

(continued from page 2)

employer. When approved, a normal administrative relationship remains between employer and candidate/employee, but the working relationship now is between the department and the employee.



Bob Mornan receives certificate from AFCEA Ottawa Chapter President Debbie Wolfenden

The terms and conditions for CSAP were proposed by Mr. Mornan. It will be a 5-year pilot program with the scope restricted to the IM/IT field. There will be an evaluation after three years, with a determination in year four whether to discontinue, formalize a policy and program, or extend to other fields. The employee will receive fair market value compensation, vacation, statutory holiday and sick leave entitlements, but no pension or benefit entitlements. There will be a 60-day termination clause for both parties. The company role is purely administrative. The department will be accountable for official languages' policy compliance.

Mr. Mornan reported that the PSHRMAC view has been very positive and supportive, and they are leading an early Treasury Board (TB) submission with a goal of 15 June. After approval, Mr. Mornan sees the creation of a part-time Project Management Office in CIOB, developing a Manager's Guide, getting industry associations on board, and communicating with the involved elements.

[Mr Mornan's presentation slides, giving a telephone number and email address, can be found at www.afcea.ca/ottawa.htm under Presentations]

June PD Meeting:

Tuesday, June 1st, 2004 at 12:00 noon

Army Officers' Mess, 149 Somerset Street, Ottawa

Speaker: Simon Gauthier, Treasury Board

**Topic: eGovernment and Citizen-Centred
Service Delivery Transformation**

Booking Arrangements:

Please check the Chapter website www.afcea.ca/ottawa.htm or call 594-8788. Space is limited. Cost: \$15.00/person for industry or \$5.00/person for government employees. Pay by credit card in advance, or by cash or cheque at the door.

Registration deadline is Fri., May 28th

Abstract: Governments around the world are discovering the real value of using ICTs to provide better and faster services to their citizenry. Through a whole-of-government and citizen-centred approach, Canada is demonstrating the effectiveness of listening to citizens' needs and attempting to meet expectations by restructuring government information and service delivery in a manner that is convenient and effective for citizens and businesses. Now Canada is again breaking new ground, pushing its eGovernment initiative to new heights, that of Service Transformation.

Simon Gauthier, Deputy Chief Information Officer for the Government of Canada, will highlight Canada's recent progress and discuss how Canada is using ICTs to achieve seamless service delivery across channels, increase transparency of government, create cost avoidance and savings and enhance e-democracy.

Upcoming Events

Upcoming Luncheons:

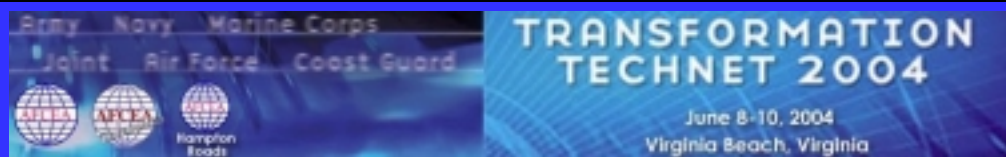
June 1st, Army Officers' Mess

Golf Tournament

May 27th, AFCEA Golf Tournament at The Meadows Golf Club.

For any other information go to: www.afcea.ca/ott/golf.htm

WATCH THE CHAPTER WEBSITE FOR FULL DETAILS OF THIS YEAR'S SCHEDULE



For further information, visit: <http://www.afcea.org/transformation04/default.asp>

Reader Feedback and Newsletter Submissions

In keeping with Chapter direction to bring more discussion to the areas of professional development and to broaden the scope of the AFCEAN newsletter, we would welcome your comments, articles and other contributions. All are encouraged to submit items of topical or general AFCEA interest (contracts and awards, promotions, upcoming events and courses) to the Editor for publication. Original articles which you the members may wish to submit or comment upon for publication are most welcome. Please take advantage of this opportunity to let AFCEAN's worldwide know what you and your Chapter are doing. If you have any questions concerning the appropriateness of a submission please contact the AFCEAN Editor Bill Hawken at 841-2912 or hawkenw@hotmail.com