

MAY 22 2019

Royal Canadian Mounted Police  
Commissioner



Gendarmerie royale du Canada  
Commissaire

Guided by Integrity, Honesty, Professionalism, Compassion, Respect and Accountability

Les valeurs de la GRC reposent sur l'intégrité, l'honnêteté,  
le professionnalisme, la compassion, le respect et la responsabilisation

**MAY 16 2019**

Ms. Debi Daviau  
President  
Professional Institute  
of the Public Service of Canada  
250 Tremblay Road  
Ottawa, Ontario  
K1G 3J8

Dear Ms. Daviau:

Thank you for your correspondence of May 1, 2019, outlining your concerns about Royal Canadian Mounted Police (RCMP) Civilian Members (CMs) represented by the Professional Institute of the Public Service of Canada being transferred to the Phoenix pay system in the future.

In support of the Government of Canada's corporate commitment to address the Phoenix pay system, the RCMP has undertaken a number of initiatives: adding resources to the internal Phoenix Support Team to assist employees with escalated pay issues and to reduce the backlog of outstanding transactions; centralizing the trusted-source function and augmenting the Authentication Unit to reduce the number of rejected Pay Action Requests in order to prevent delays in processing pay actions; and working with Public Services and Procurement Canada (PSPC) to add more RCMP security-cleared resources at the Pay Centre and on specialized teams to focus on addressing the backlog of outstanding RCMP transactions.

As you know, the Pay Centre has implemented a new service delivery model where departments are supported by pods. The RCMP Pod will officially be launched on May 30, 2019, and PSPC has already added 16 additional compensation advisors to the RCMP Pod to focus on addressing the backlog and ensuring there is support for CMs post-deeming.

The RCMP, Treasury Board Secretariat, and PSPC continue to work collaboratively to ensure the readiness of systems in preparation for deeming,

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and the RCMP will rely on the outcomes of the fall 2019 readiness assessment to ensure the smooth migration of CMs to the public service pay system at the May 2020 deeming date. Until this assessment is completed, it would be premature to make decisions concerning the pay system.

Please rest assured that I take members' concerns about the pay system very seriously, and that the RCMP is working to ensure a smooth and seamless transition at deeming.

Yours sincerely,

A handwritten signature in black ink, appearing to read "B Lucki". The signature is written in a cursive, flowing style.

Brenda Lucki  
Commissioner