

**Canadian Security Intelligence Service—Cont.****Members/employees—Cont.****Former RCMP officers—Cont.**

Salaries, 36:17

Functions, 36:18-9

Harassment, complaints, recourse, 36:7, 14

Information, international, access, 36:12

Labour relations, 21:4-5, 9-12; 36:5-6, 11

Arbitration, collective agreements, adjudication,

grievances, 21:5, 9-11, 22, 29-30, 36; 34:31-2; 36:7, 11, 16-7, 21, 23

Legislation affecting, amending, 3:36

Reports, submitting to Committee, requesting, 3:34

Royal Canadian Mounted Police role, 3:33-4

Legislation, regulations governing, 21:5-6, 11, 22-3

Management, 36:20

Morale, 4:25-7, 34; 9:50; 21:18-9, 33-4; 36:22-3

Occupational job stress, factors, etc., 22:6, 25

Police information, access, Quebec, 36:8-9, 12-4

Psychological evaluation, performance prediction, 22:5-10, 13, 21-6, 29

Psychological support services, access, community

practitioners, etc., 22:10-3, 15-6, 23, 27-30

Confidentiality, 22:31

Conflicts, 22:12-3

Group subculture affecting, 22:17-9, 28

Psychological training, selection, testing, 23:8-11, 14; 34:35

Cost-effectiveness, 23:7-8, 11, 13

Quebec employees, position, morale, 36:5-6, 10, 12-3

**Recruitment**

External, 36:8, 18

Promotions, 21:25-6; 31:5-6

Relocation counselling, 22:26-7

Royal Canadian Mounted Police grandfathered benefits, 21:24

Salaries, 21:23; 36:18

Security Intelligence Review Committee investigations, provisions, 21:25, 27

Security screening, 35:7-8

**Selection**

Methods, progress, 22:21; 35:8

Polygraph testing, 22:19-21; 35:8

Psychological testing, 23:8-11, 14; 34:35; 35:8

Sikh Canadians, 10:35, 39, 44-5

Skills, need, 28:14

Status, law enforcement, investigative duties, 4:8-9; 10:7, 17-9; 21:25, 27-8; 36:8-9, 12-5

**Training, 31:5**

Analytical skills, 23:8-9

Drop-out rate, 22:5

Transfers, Public Service, eligibility, 21:4, 6, 23-4

Unlawful conduct, provisions, reports, numbers, etc., 2:43; 3:12-4, 25-6, 32-6, 39; 15:23-4

Blais misleading Committee, 3:12, 15-6, 25

Committee request for information, SIRC response, 4:5-6

Complaints, numbers, 3:26

Criminal offence, 3:32-6

Disciplinary measures, internal securities system, 3:25-6

Inspector General involvement, 5:33-4

Privacy of individuals, protection, 4:5-6

**Canadian Security Intelligence Service—Cont.****Members/employees—Cont.****Unlawful conduct, provisions, reports...—Cont.**

Reporting, whistle blowing, immunity provisions, 10:56; 21:33; 22:40, 53

Security Intelligence Review Committee informed, process, 5:34

*See also* Canadian Security Intelligence Service—Operations**Muslim Canadian community**

Individuals under investigation, 30:7-9

Participation, consultation, 30:7, 15

*See also* Canadian Security Intelligence Service—Intelligence gathering

Need, questioned, 9:26-7

**Operations**

Centralizing, national capital region, employee distribution, impact, etc., 36:6, 11, 14-5

Communication, 34:9

Management, structure, 3:6-7; 34:9

Multi-year operations plan, 4:32

National interest/international security, 9:7

Regional, 4:38

Security Intelligence Review Committee awareness, review, 4:37-8; 18:25

Structure, 2:10; 3:6; 34:9

Subcontracting, 10:23-4

**Personal files**

Complaint mechanism, 9:28-9, 32

Destruction/access, 31:11-2, 29

Callwood, June, case, 31:11-2

Exempt bank, 31:29

Need, 9:26, 33

Protection, Privacy Act, applications, etc., 23:36-7, 42-3; 29:32-3

Policy development, 3:8

**Polygraph testing**

Use, report, 34:35

*See also* Canadian Security Intelligence Service—Members

Powers, statutory, review, etc., 8:29-30; 10:52; 19:18

Progress, 14:5-6; 16:5

Provincial Attorneys General, relationship, 24:31

Provincial records, access, civil liberties affecting, Privacy Act application, etc., 9:26, 28, 31-2, 34

Public opinion, confidence, support, 8:10-5, 17-8, 20; 9:29; 25:25-6, 31

Public scrutiny, accountability, 2:9; 5:24

Regulatory scheme, 9:38, 48-9

Resources, 19:6, 18; 30:29

Review, 2:16; 8:29; 10:29; 9:38-9; 16:5-6; 18:5, 13, 22; 31:22-3; 34:15-6

Changes sought, 3:21

External forces, 10:31

Parliamentary, 2:26-7; 8:45-6; 18:32-3; 19:9; 28:6-7; 29:16-7; 32:14-5

Parliamentary Committee, 8:29, 40, 45-6; 9:23-4; 10:65-6; 11:16; 18:32-3; 19:9; 22:39, 41; 24:6-7, 23; 28:8;

29:17-8; 31:14; 32:15

Members, authority, pre-briefing, security clearances, proposing, 28:20; 29:17-8