

## MISSION SECURITY

The Security and Emergency Management Bureau is a key partner in protecting missions and staff abroad.

Mandated to provide cost-effective security services, the Bureau maintains a strong functional relationship with the International Security and Intelligence Bureau, the Physical Resources Bureau and other internal and external key stakeholders.

The three bureaus collaborate on departmental policies and programs related to the security of staff, information and infrastructure at missions abroad. They ensure the integration of security requirements into project management. They also jointly manage the Critical Infrastructure Protection Program and the Strengthening Security at Missions Abroad funds. Security standards for chanceries, official residences and staff quarters continue to be developed.

### Key achievements during 2013-2014:

- Created a Watch Unit that provides early detection of developing international emergency and security events that could potentially impact the safety and security of Canadians, Canadian missions or Canadian interests abroad.
- Deployed additional Security Program Managers (SPMs) throughout Canada's Network abroad, bringing the total number of SPMs to 31 and established locally engaged security support officers in vulnerable locations. In addition, Standing Rapid Deployment Team (SRDT) members were deployed to respond to situations in Nairobi, Manila, Juba and Kyiv to assist the missions with responding to crises and allow the continued delivery of essential services.
- Provided security equipment and specialized personnel on an emergency basis to Canadian missions in Nairobi, Tel Aviv, Ramallah, Juba and Kyiv. Also, a full range of security equipment was acquired and deployed, including armoured vehicles, X-ray machines/metal detectors, radio networks, ballistic and blast-resistant materials and closed circuit televisions (CCTVs).
- Incorporated the design, acquisition and installation of the full range of physical security protection measures in property projects. New supply

arrangements were established to provide architectural and engineering professional services in support of critical infrastructure program delivery.

- Developed, through the Local Guard Improvement Project, a standard statement of work (SOW) to be used by missions when contracting private security companies. Another SOW was developed for a verification toolkit to be used by missions.

## LOCALLY ENGAGED STAFF SERVICES

The LES Services Bureau provides strategic direction and the overall HR regulatory and policy framework for the management of all LES (more than 5,300) on behalf of DFATD, other partners and co-locators in Canada's Network abroad. Strategic oversight is provided to the Bureau through two key governance bodies: the LES Governance Committee (LESGC) and the LES Pension and Benefits Governance Committee (LESPBGC). The Bureau's mandate is to provide a full range of HR services in partnership with RSCs, CSDPs and missions, including:

- development and maintenance of the LES HR regulatory and policy framework;
- advice, tools, training and guidance on HR planning, classification, staffing and staff relations;
- mission-specific compensation determination through international labour-market analysis;
- development of terms and conditions of employment including salaries and local benefits;
- development and administration of pension, insurance and social security requirements of LES globally;
- administration and calculation of end-of-service entitlements, including severance benefits;
- establishment of classification and competency standards for all LES positions; and
- direct intervention with missions in the event of geopolitical crises and natural disasters.

A key role of the Bureau is to develop capacity and improve knowledge broadly in LES HR management by creating and disseminating reference materials,