

confidentiality and release of information, public appearances, statements and publishing, acceptance of gifts, entertainment and other forms of hospitality, political activity and employee organization activities. These guidelines are given to every new employee on his/her first day of work and are available to the public upon request.

In addition, the departmental Personnel Management Manual which is readily available to all employees provides information on hours of work, leave, holidays, discipline, termination of employment, and employee performance review and appraisal. Information on standard of conduct is also provided in the Treasury Board Administration Policy Manual for subjects such as contracting for services, travel and removal regulations, etc.

2. The department keeps records of disciplinary measures taken for two years only. To be consistent with the provisions of the Canadian Human Rights Act we are not providing names.

The following list indicates all suspensions that have occurred from January 1, 1980 to March 31, 1982. There has been no discharge during that period.

Suspensions January 1980—March 1982

Year	Month	Date	Suspension
1980*	June	16	8 days
		16	10 days
	October	6	1 day
		6	3 months
		14	2 days
		14	2 days
		14	5 days
		16	2 days
		17	1 day
		20	5 days
		20	5 days
		20	5 days
		23	2 days
		27	12 days
1981	March	4	1 month
	April	1	2 days
		21	10 days
	June	1	10 days
		2	1 day
		9	2 days
	August	11	2 days
	September	29	2 days
	October	6	5 days
	November	30	15 days

*None from January to May 1980.

NATIONAL HEALTH AND WELFARE—CODE OF CONDUCT

Question No. 4,261—**Mr. Crosby:**

1. Does the Department of National Health and Welfare have written rules or regulations governing the conduct or standards of behavior for employees of the department and, if so, are they embodied in a code of conduct or other specific document and is the code or document available to the public?

2. In the five years preceding April 1, 1982, were any employees of the department disciplined by way of suspension, dismissal or otherwise for viola-

tions of any rules or regulations governing the conduct or standards of behaviour for departmental employees and, if so, in each case, what was the name of the employee and the date of the disciplinary action?

Order Paper Questions

Hon. Monique Bégin (Minister of National Health and Welfare): 1. Yes, written rules are embodied in a document entitled "Conflict of Interest Guidelines", provided to all employees during orientation, and this document is available to the public.

2. In accordance with departmental discipline procedures and the provisions of most collective agreements, records of disciplinary action are destroyed after two years have elapsed since the disciplinary action was taken, provided that no further disciplinary action was recorded during this period.

In view of the above mentioned requirements, departmental records reflect 112 disciplinary sanctions imposed in the five years preceding April 1, 1982.

	Written Reprimands	Suspensions	Discharges
1977/78	6	7	None
1978/79	5	9	1
1979/80	8	8	2
1980/81	30	9	3
1981/82	12	10	2

To be consistent with the provisions of the Canadian Human Rights Act we are not providing names.

COMPLAINTS LODGED AGAINST RCMP

Question No. 4,311—**Mr. Robinson (Burnaby):**

Since September 30, 1979, how many complaints were lodged against the RCMP at its complaints section and how many were (a) disposed of informally (b) found to be substantiated?

Hon. Bob Kaplan (Solicitor General): Total complaints reported from October 1, 1979 to December 31, 1981 were 5,150.

(a) Out of the 5,150 complaints

(i) 2,708 (53 per cent) were informally resolved. (Informal resolution relates to minor complaints which could be resolved to the satisfaction of the complainant in an informal manner at the local level without conducting a full investigation).

(ii) 2,442 (47 per cent) were formally resolved. (Formal resolution relates to any public complaint of a serious nature including those which could not be informally resolved and therefore required a thorough service and/or criminal investigation).

(b) Out of the 5,150 complaints

(i) 1,075 (21 per cent) were substantiated. The allegations were supported by sufficient evidence and this category includes complaints of a minor as well as those of a serious nature).

(ii) 722 (14 per cent) were unsubstantiated. (There was insufficient evidence to prove or disprove the allegation(s) or the complaint was withdrawn or not proceeded with).