



BULLETIN!

March 25, 2008

CAPB recently commented on some of the recommendations contained in the Brown Task Force on Governance and Cultural Change in the RCMP and we applaud the announcement made last week by the Minister of Public Safety of the establishment of the RCMP Reform Implementation Council.

The CAPB membership has a great respect for the RCMP, both in terms of its involvement in the development of Canada and as it relates to its current role in delivering a variety of police services. The establishment of the Implementation Council indicates the Government of Canada and the RCMP are working to move forward with changes that will ultimately better serve all Canadians.

The RCMP Reform Implementation Council consists of five members whose expertise and backgrounds reflect a range of valued areas, including: policing issues, public and private sector management, governance and change management. The members, who are appointed for a one-year term, are:

- Mr. David McAusland, as Chair;
- Mr. Jean-Claude Bouchard;
- Ms. Beverley A. Busson;
- Ms. Jocelyne Côté-O'Hara; and,
- Mr. Kevin McAlpine.

The Council will provide advice to the Minister of Public Safety on the reforms being made. In addition, the Council will provide advice to the Commissioner respecting the RCMP's implementation plan, and report regularly to the Minister on this progress being made.

The Council will submit its first progress report to the Minister of Public Safety by September 30, 2008, and a follow-up report by March 15, 2009.

Terms of Reference: RCMP Reform Implementation Council

Whereas *Rebuilding the Trust: Report of the Task Force on Governance and Cultural Change in the RCMP*, dated December 14, 2007, made several recommendations to make the Royal Canadian Mounted Police a stronger, more modern and accountable organization;

Therefore, Her Excellency the Governor General in Council, on the recommendation of the Prime Minister, pursuant to paragraph 127.1(1)(c) of the *Public Service Employment Act*, hereby:

- appoints to the position of special adviser to the Minister of Public Safety and Emergency Preparedness, David McAusland, of Beaconsfield, Quebec, as Chair of the Royal Canadian Mounted Police Reform Implementation Council, to hold office during pleasure, for a term of one year;
- specifies the following as the mandate of the Royal Canadian Mounted Police Reform Implementation Council:
 1. to provide advice to the Minister of Public Safety and Emergency Preparedness on implementation of reforms approved by the Government;
 2. to provide advice and assistance to the Commissioner of the Royal Canadian Mounted Police respecting the Royal Canadian Mounted Police implementation plan;
 3. to monitor progress of reforms approved by Government and undertaken by the Royal Canadian Mounted Police; and
 4. to submit regularly progress reports to the Minister of Public Safety and Emergency Preparedness in both official languages, with the first report to be submitted no later than September 30, 2008 and the subsequent report no later than March 15, 2009
- fixes his remuneration and other conditions of employment as set out in the annexed schedule, which remuneration is comprised of a per diem within the range (\$675 - \$800).

Members of the RCMP Reform Implementation Council

David McAusland, Chair of the Council

Mr. McAusland is a senior executive with extensive experience and expertise in corporate governance. Most recently, he was Executive Vice-President, Corporate Development and Chief Legal Officer at Alcan Inc. In that capacity, Mr. McAusland's responsibilities extended to Alcan's worldwide corporate development, strategic planning and related initiatives, legal and regulatory affairs and corporate governance.

Mr. McAusland began his career in 1978 at Byers Casgrain (now Fraser Milner Casgrain) as a lawyer practicing in corporate securities law and mergers and acquisitions. He became a partner of the firm in 1986, then took on the responsibilities of managing partner from 1988 to 1999. He was responsible for developing and implementing the growth strategy for the firm. Mr. McAusland first joined Alcan Inc in 1999, serving as Vice-President and Chief Legal Officer, then as Senior Vice-President, Mergers & Acquisitions and Chief Legal Officer. He was responsible for developing Alcan's long-term strategy through mergers and acquisitions and building professional institutional capabilities to develop legal teams and implement growth plans.

Mr. McAusland has extensive experience as a corporate director in both the "for profit" and "not for profit" sectors.

He holds a Bachelor of Laws and a Bachelor of Civil Law from the Faculty of Law of McGill University.

Jean-Claude Bouchard

As a career public servant, Mr. Bouchard has held several senior-level positions within the federal Public Service. Up until just recently, he was President of the Canadian Environmental Assessment Agency.

He began his career with the Department of Communications in 1971 and held various positions of increasing levels of responsibility, including those of Assistant Deputy Minister, Human Resources Services at Human Resources Development Canada, and Deputy Secretary at the Human Resources Directorate, Treasury Board Secretariat. From 1997 to 2000, he left the

federal Public Service to work for the Canadian Life and Health Insurance Association Inc. as Vice-President, Group Insurance. He re-entered the Public Service in 2000, joining the Operations Sector at Industry Canada as Assistant Deputy Minister. He later served as Associate Deputy Minister of Fisheries and Oceans Canada from 2002 to 2005.

Mr. Bouchard has a Bachelor of Arts from the Université de Montréal.

Beverley A. Busson

Beverley A. Busson served as Commissioner of Royal Canadian Mounted Police from December 2006 to July 2007. She joined the Royal Canadian Mounted Police in 1974. After training at Depot Division, she was stationed at a number of Detachments within British Columbia where she served in general duty and as a plainclothes investigator, investigating frauds, drugs and serious crimes. During this time, she studied Criminology at Simon Fraser University.

After graduating from the Faculty of Law, University of British Columbia, she was transferred to RCMP Headquarters, Ottawa. She was promoted to Inspector in 1992 serving at both North Battleford, Saskatchewan and Vancouver, British Columbia.

Deputy Commissioner Busson was promoted to Superintendent in 1996. In July 1997 she was transferred to Regina, Saskatchewan as the Chief Superintendent in Charge of Criminal Operations for the Province of Saskatchewan. The following year, she became the Commanding Officer "F" Division, Province of Saskatchewan.

In May 1999, Beverley A. Busson headed British Columbia's Organized Crime Agency until March 2000 when she became Assistant Commissioner, Commanding Officer "E" Division. On December 6th, 2001, she was promoted to Deputy Commissioner for the Pacific Region while retaining her role as the Commanding Officer.

Deputy Commissioner Busson was awarded an Honorary Doctorate of Laws by the University College of the Fraser Valley in June of 2004. That same year she was invested as a Commander of the Order of Merit of the Police Forces. In June of 2006, she was honoured with the Order of British Columbia.

Jocelyne Côté-O'Hara

President of The Cora Group, a Toronto-based firm which provides consulting services in corporate strategy, communications and executive coaching; Ms Côté-O'Hara's clients have included the Federal Government, major corporations in the financial, telecom, high tech and entertainment fields.

Ms. Côté-O'Hara has provided leadership in the restructuring of the Canadian information and telecommunications industries in a competitive marketplace: first as Vice President, Government Relations of BCTel, Canada's second-largest telephone company (now Telus); later as the founding President and CEO of Stentor Telecom Policy Inc., the policy development corporation and think tank of the Stentor Alliance, an organization representing Canada's major regional telecommunication companies throughout the '90s.

Earlier in her career, Ms. Côté-O'Hara held increasingly senior positions with various federal and provincial departments including an executive assignment with Petro Canada International Assistance Corporation and as a financial analyst with the Treasury Board of Canada.

For the past twenty years Ms.Côté-O'Hara has served as a director of many public and private corporations and agencies. At present these include Manitoba Telecom Services/Allstream, Xerox Canada, The B.E.S.T. Venture Fund, Protus IP Solutions Inc, Ryerson University, Save the Children Canada and the Commonwealth Games of Canada.

She is a graduate of the University of Ottawa and of the Advanced Management Program of the Harvard Business School, and a recipient of a number of awards. These include recognition for outstanding leadership in business by Canadian Business Magazine, a citation for outstanding contribution from the executives of the Public Service of Canada and an award for excellence from the International Association of Business Communicators (IABC). She was also named "Woman of the Year" by Canadian Women in Communications. She was a member of the Federal Task Force that produced the report "Beneath the Veneer" Barriers to Women in the Federal Public Service.

Kevin McAlpine, M.O.M

Mr. McAlpine is currently a Professor with the School of Justice at the Durham College, where he provides instruction to future police officers in the areas of public administration, political science, police powers and community and social services. Prior to that, he was Chief of Police of the Durham Regional Police Service, from 1997 to 2005. As Chief of Police, he provided strategic leadership to an organization of 750 police officers and 250 civilians charged with serving and protecting 550,000 citizens. From 1986 to 1997, he was Chief of Police at Peterborough Community Police Service, where he led an organization of more than 100 police officers and 30 civilians charged with serving and protecting 70,000 citizens.

In 2005, Mr. McAlpine became a "Member of the Order of Merit of the Police Forces", an honour awarded by the Governor General of Canada. He also received the Canada 125 Medal after being nominated by a citizens' committee for his work in the police service and the community, and was awarded the Police Exemplary Service Medal and Bar.