

UNCLASSIFIED

MEMORANDUM OF UNDERSTANDING
(MOU)

Between

THE CANADIAN SECURITY INTELLIGENCE SERVICE
(CSIS)

And

THE DEPARTMENT OF JUSTICE
(DOJ)

collectively referred to as the 'parties'

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SECTION 1. PREAMBLE

- 1.1 The Canadian Security Intelligence Service (CSIS) has an on-going requirement for legal services to support its strategic, operational, policy and program needs.
- 1.2 The Department of Justice (Justice) provides legal services to CSIS, on a full time basis to address requirements identified by CSIS.

SECTION 2. PURPOSE

- 2.1 The purpose of this MOU is to establish the governance, price and performance regimes that will guide the relationship between CSIS and Justice in respect of the demand for and provision of legal services. More specifically, this MOU sets out the following
 - a) scope;
 - b) roles and responsibilities of Justice and CSIS;
 - c) deliverables and expected results;
 - d) service standards and satisfaction measurement mechanisms;
 - e) planning and reporting processes;
 - f) fee structure and related price mechanisms;
 - g) invoicing and payment processes;
 - h) dispute resolution mechanism; and
 - i) general provisions for amendment, termination, contacts and signatories.

SECTION 3. SCOPE

- 3.1 This MOU
 - a) includes the provision of legal advisory and litigation services by Justice to CSIS; and
 - b) does not include the provision of legal services related to the prosecution of offences.

SECTION 4. ROLES AND RESPONSIBILITIES

- 4.1 The policy framework for the provision of legal services in the federal government is based on cooperation between Justice and federal departments and agencies in accordance with the roles and responsibilities described in the following provisions.

4.2 Roles and Responsibilities of Justice

- 4.2.1 In accordance with the *Department of Justice Act*, the Minister of Justice sees that the administration of public affairs is in accordance with the law and is responsible for ensuring the consistency and legality of legislative instruments. In addition, the Attorney General of Canada is required to provide legal advice to federal departments and agencies and has the regulation and conduct of all litigation for or against the Crown.
- 4.2.2 Justice provides legal services to the federal government through a national team of professionals that include legal counsel, paralegals and other employees who are either co-located with federal government departments and agencies, working in regional offices or in Justice Headquarters.
- 4.2.3 Justice is responsible for
- a) assigning work among its legal counsel, paralegals and other employees taking into account CSIS' priorities, the level of expertise required, the need to provide legal services in a cost-efficient manner, and Justice's responsibility for ensuring that legal services provided across the federal government are consistent, coordinated and aligned with federal government priorities;
 - b) regulating and conducting litigation involving CSIS taking into account CSIS' objectives as well as Justice's responsibility to protect whole of government legal interests;
 - c) subject to prior approval by CSIS where appropriate and in accordance with Justice policies, appointing private sector legal counsel to provide legal services to CSIS, supervising their work and verifying their accounts; and
 - d) planning and managing the training, development and performance of its legal counsel, paralegals and other employees.
- 4.2.4 Through participation in discussions of senior management and operational committees, Justice counsel provides advice on strategic, operational, policy and program issues.

4.3 Roles and Responsibilities of CSIS

- 4.3.1 CSIS is responsible for seeing that program and policy decisions taken under its authority abide by the law and that the legal risks associated with the program and policy decisions taken under its authority are appropriately managed.

- 4.3.2 CSIS is responsible for the demand for legal services related to its program and policy decisions. Consequently, CSIS is responsible for paying the costs of legal services that are in excess of the relevant Justice A-base allocation, and for forecasting its demand and identifying its priorities for legal services in a timely manner.
- 4.3.3 To ensure sustainable funding over time, CSIS is responsible for ensuring that the cost of appropriate legal resources for new initiatives is either covered by its existing budgetary envelope or identified in Memoranda to Cabinet and Treasury Board Submissions.

4.4 Shared Roles and Responsibilities

4.4.1 *Joint Planning*

- 4.4.1.1 The overall framework for managing and funding the demand for and provision of legal services is implemented through joint planning and forecasting discussions between CSIS and Justice.

4.4.2 *Legal Risk Management*

- 4.4.2.1 Justice and CSIS are jointly responsible for developing and implementing sound legal risk management processes and practices. CSIS is responsible for the appropriate management of the legal risks associated with its program and policy decisions; Justice is responsible for identifying and assessing the legal risk of CSIS' decisions and for providing support to CSIS in the management of those legal risks, including contributing to the development of contingency plans, when appropriate.

4.4.3 *Dispute Prevention and Resolution*

- 4.4.3.1 Justice works in cooperation with CSIS to effectively prevent and manage disputes and litigation involving the federal government.

4.4.4 *Mega and Multi-Department Files*

- 4.4.4.1 A mega file typically exhibits one or more of the following attributes: high complexity, high risk to the federal government, national scope or involving the research and management of a high volume of documents. In mega files and multi-department files, Justice and the relevant departments and agencies are responsible for reaching agreement on the funding regime that will be applicable to the costs of legal services and for establishing collaborative mechanisms to resolve issues and ensure the provision of timely and consistent positions to Justice.

SECTION 5. DELIVERABLES AND EXPECTED RESULTS**5.1 Justice delivers the following legal services to CSIS**

- a) legal advisory services, including providing legal opinions and risk analyses, preparing and reviewing legal documents, signalling legal trends and developments, and providing legal training and seminars to CSIS officers and employees; and
- b) litigation services before all court levels and before administrative and inquiry bodies, domestically and internationally, including representing the federal government in the resolution of litigious or potentially litigious matters, gathering and challenging evidence in accordance with applicable rules of evidence, and developing legal positions and making submissions in order to preserve the interests of CSIS and those of the federal government as a whole;

5.2 As a result of the delivery of legal services by Justice to CSIS, the parties expect that the frequency and severity of legal problems that could prejudice the federal government's ability to meet its objectives will be reduced through

- a) CSIS' enhanced understanding of the legal risks pertaining to its policies, programs and operations;
- b) the effective representation of the federal government in litigious and potentially litigious matters; and

5.3 The parties' ability to effectively fulfill their respective mandate and achieve expected results is dependent on the extent to which both parties meet expectations set out in Annex A.1 and Annex A.2

- 5.3.1 Annex A.1 and A.2 also include operational indicators that the parties have jointly developed to further define and promote a common understanding of the stated expectations and service standards.

SECTION 6. SERVICE STANDARDS AND SATISFACTION MEASUREMENT**6.1 Justice is committed to delivering high quality legal services as demonstrated by timeliness, responsiveness and usefulness in accordance with the service standards set out in Annex A.2.****6.2 Justice has adopted a standardized survey that measures satisfaction relative to service standards and provides an assessment of the quality of legal services provided. The survey is administered to federal government departments and agencies at least once every three years. Key findings from the survey in comparison with established benchmarks will be shared with CSIS in order to identify opportunities for service improvement.**

- 6.3 In addition to gathering formal feedback through the survey, Justice and CSIS, on an ongoing basis, informally review and discuss the quality of legal services relative to the service standards and the operational indicators in order to identify opportunities for service improvement.

SECTION 7. PLANNING AND REPORTING

- 7.1 Based on the results of joint planning, Justice provides CSIS with a fiscal year forecast of payments to be made by CSIS to Justice. The results of these planning and forecasting discussions are attached in Annex B.
- 7.2 Justice maintains for CSIS quarterly reports that include the following information
- a) utilization for the quarter (expressed in hours, FTEs or a combination of both) presented in a combination of hours by Service sectors and files, classification level, applicable rate and type of legal service provided;
 - b) any applicable recoverable percentage;
 - c) a summary of the year-to-date total amount recovered; and
 - d) adjusted forecasts of payments required and utilization to year end.
- 7.3 Any requirement by CSIS for a significant increase in the demand for legal services that exceeds levels previously forecast by the parties must be addressed between CSIS and Justice in order to provide for additional resources and financing. Requirements for additional legal services will be reflected in adjusted forecasts.
- 7.4 In the event that there is a significant reduction in the level of demand for legal services forecast and agreed to by CSIS, CSIS will give Justice written notice of no less than six months to ensure sufficient time to relocate affected personnel.

SECTION 8. FEE STRUCTURE AND PRICE MECHANISMS

8.1 Legal Services Rates

- 8.1.1 Legal services to federal government departments and agencies are funded through a hybrid funding model combining Justice A-base allocations and recoveries from departments and agencies. CSIS is responsible for paying for the cost of legal services in excess of Justice's A-base funding allocated to CSIS.
- 8.1.2 The rates used to recover the cost of providing legal services are approved each fiscal year by Treasury Board and are applied consistently across all federal government departments and agencies. The applicable rates are attached in Annex C.

8.2 Administrative and Technological Support

- 8.2.1 If the legal services rates do not include the cost of providing administrative and technological support to Justice employees co-located with CSIS, then CSIS pays these costs directly through their appropriation.
- 8.2.2 All administrative and technological support provided by CSIS to Justice employees, including IT connectivity and compatibility solutions, must meet the minimum requirements established by Justice. Annex D sets out support requirements.

8.3 Disbursements, Private Sector Legal Counsel and Extraordinary Expenses

- 8.3.1 Disbursements equal to, or higher than, the amount specified in Annex C, private sector legal counsel costs and other extraordinary expenses are not provided for in the legal services rates. Any such costs incurred in the provision of legal services to CSIS are paid by CSIS.

8.3.2 *Disbursements*

- 8.3.2.1 Disbursements are generally non-FTE related costs paid by Justice in the conduct of a particular file or initiative. These costs include: court fees, witness fees, cost of transcripts, interpretation, photocopying, printing, travel and on-line research.
- 8.3.2.2 Disbursements equal to or higher than the amount specified in Annex C and paid by Justice are recovered from CSIS at a minimum on a quarterly basis.

8.3.3 *Private Sector Legal Counsel*

- 8.3.3.1 The cost of any private sector legal counsel appointed by the Minister of Justice who acts as representatives of the Attorney General of Canada on matters involving CSIS is paid directly by CSIS.
- 8.3.3.2 Justice reviews private sector legal counsel's accounts for reasonableness and recommends to CSIS the amount to be paid.

SECTION 9. INVOICING AND PAYMENT

- 9.1 Upon completion of the forecast referred to in section 6.1 and attached in Annex B, CSIS provides the financial coding required by Justice to recover costs through Interdepartmental Settlements using the federal government's Standard Payment System. CSIS provides Justice with a single set of financial codes or, at most, one set per organizational unit lead by an Assistant Deputy Minister or equivalent.

- 9.2 Justice invoices and recovers the cost of services provided to CSIS at a minimum on a quarterly basis.
- 9.3 CSIS reviews the invoices for errors and adjustments are made if required, as provided in the Treasury Board *Policy on Interdepartmental Settlements* and related instruments.

SECTION 10. DISPUTE RESOLUTION

- 10.1 Justice and CSIS are committed to working together to settle any dispute arising from this MOU through consultation and negotiation, in good faith, in a spirit of mutual co-operation and within a reasonable amount of time.
- 10.2 As a first step, the parties who are directly involved in a dispute attempt to resolve their concerns.
- 10.3 If the dispute is not resolved, the matter is brought to the attention of the contacts designated in Paragraph 11.4.1.
- 10.4 As a final recourse, the dispute may be brought to the attention of the Director of CSIS and the Deputy Minister, Department of Justice for resolution.
- 10.5 For greater certainty, the process for resolving disputes arising from this MOU in no way derogates from the principle that the ultimate and overriding responsibility for all legal issues resides with Justice.

SECTION 11. GENERAL PROVISIONS

11.1 Effective date

- 11.1.1 This MOU will commence on the date on which it is signed by the last of the parties and will remain in effect until March 31, 2016; and
- 11.1.2 This agreement revokes and replaces the agreement entered into by the Parties on June 28, 1992.

11.2 Amendments

- 11.2.1 Annex C will be updated as required to reflect changes to the Treasury Board approved rates. The other Annexes may be updated with the mutual written consent of the contacts for the management of this MOU designated in Paragraph 10.4.1.
- 11.2.2 Other parts of the MOU may be amended at any time with the mutual written consent of the signatories to the MOU identified in Paragraph 12.1.

11.2.3 Justice and CSIS acknowledge that circumstances may arise, such as new federal government priorities or Treasury Board decisions that may require amendments to this MOU.

11.3 Termination

11.3.1 This MOU terminates on March 31, 2016 or with the mutual written consent of both parties.

11.4 Designated contacts

11.4.1 The following officials are designated as contacts for the management of this MOU:

For CSIS:

Assistant Director, Policy and Strategic Partnerships (ADP); and

For DOJ:

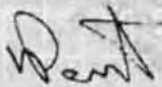
Senior General Counsel and Director Justice Canada, CSIS
(referred to as Assistant Director, Legal (ADL))

SECTION 12: LEGAL EFFECT

12.1 This MOU is an administrative understanding between the parties and is not intended to be legally binding or enforceable before the Courts.

In Witness Whereof, the parties hereto have executed this MOU the day and year indicated below.

Signed on behalf of DOJ



~~Myles Kiwan~~ William Pentney
Deputy Minister

Dec. 20/12
Date

Signed on behalf of CSIS



Richard B. Fadden
Director

Dec 14/11
Date

EXPECTATIONS FOR CSIS AND RELATED OPERATIONAL INDICATORS

Expectations	Operational Indicators
<p>1) CSIS seeks legal advice and provides complete information that is relevant to the request in a timely manner.</p>	<p>1a) CSIS requests legal services as early as possible and, where possible, advises DLS that a service request is forthcoming.</p> <p>1b) At the time of making a request for legal services, CSIS identifies the date by which a Justice response is desired, includes all information relevant to the choice of the date and seeks Justice's input and agreement in respect of the date.</p> <p>1c) CSIS contextualizes requests for services, at the time they are made, by providing relevant background information, relevant CSIS program, policy and strategic objectives, relevant documents and other information.</p> <p>1d) CSIS provides clear and concise requests for service.</p> <p>1e) After a request is made, CSIS maintains engagement with DLS, which includes keeping Counsel up-to-date on all relevant matters.</p> <p>1f) At the operational level, CSIS provides an alternative, well-informed, point of contact person in advance of absences.</p> <p>1g) CSIS returns Counsel phone calls and acknowledges Counsel email within 2 business days.</p>
<p>2) CSIS ensures access to the appropriate senior officials.</p>	

Expectations	Operational Indicators
<p>3) CSIS sets priorities between competing demands.</p>	<p>3a) Where CSIS has made a number of requests which appear to result in competing priorities, CSIS discusses the order of priority with DLS.</p> <p>3b) CSIS makes a request for service to only one person in DLS.</p> <p>3c) In consultation with DLS, CSIS defines the request for services in a way that makes the best use of Justice and CSIS time and resources.</p> <p>3d) In consultation with DLS, CSIS organizes meetings and negotiations in a way to make the best use of DLS and CSIS time and resources.</p>
<p>4) With regard to the conduct of litigation, CSIS provides timely and appropriate assistance and guidance in meeting legal and judicial timelines, including ensuring the availability of affiants/witnesses as required, participating in the drafting of legal documents as required and providing timely and clear positions.</p>	
<p>5) CSIS works with DLS to identify, assess and avoid or mitigate legal risks.</p>	<p>5a) CSIS engages DLS in the development of CSIS' plans, priorities and reporting requirements.</p> <p>5b) CSIS responds promptly to DLS requests for CSIS' engagement in order to jointly address the request for service.</p>

EXPECTATIONS FOR JUSTICE AND RELATED OPERATIONAL INDICATORS

Service Standards	Operational Indicators
1) DOJ provides legal services in either official language in accordance with applicable policies on language of work.	1a) DOJ provides legal advisory and litigation services in the official language of work of the CSIS region or in the official language of CSIS' choice if in a bilingual region for purposes of language of work.
2) DOJ treats CSIS with courtesy and respect at all times.	2a) DOJ demonstrates professionalism, civility and collegiality in dealing with CSIS.
3) DOJ responds in a timely manner to requests for legal services.	<p>3a) DOJ demonstrates flexibility in responding to CSIS priorities and, where necessary, DOJ discusses with CSIS how to satisfactorily address competing priorities.</p> <p>3b) DOJ returns CSIS phone calls and acknowledges CSIS e-mails within 2 business days.</p>
4) DOJ negotiates and meets mutually agreed upon deadlines.	<p>4a) If DOJ cannot meet a mutually agreed-upon deadline, DOJ advises CSIS accordingly and negotiates a new deadline with CSIS.</p> <p>4b) In the provision of litigation services, timeframes are set bearing in mind deadlines imposed by the courts and tribunals.</p> <p>4c) In the provision of legal advisory services, timeframes are set bearing in mind CSIS' target dates, the length and complexity of CSIS' initiative, and priorities of the federal government.</p> <p>4d) DOJ provides informative progress reports and ongoing feedback.</p>

Service Standards	Operational Indicators
<p>5) DOJ provides clear and practical guidance on resolving legal issues.</p>	<p>5a) DOJ provides the practical and solution-oriented legal services needed to resolve the federal government's legal issues, taking into account the government's and CSIS' programs, policies and strategic objectives, as well as Justice's mandated responsibility to protect whole of government legal interests.</p> <p>5b) DOJ ensures that Justice "speaks with one voice" when advice is provided and, in order to achieve this, DOJ coordinates advice within Justice as appropriate.</p> <p>5c) Before commencing work, DOJ ensures understanding of CSIS objectives, concerns and context of the request for service and identifies what other information might be required.</p> <p>5d) DOJ provides CSIS with clear, concise, legally sound advice in plain language which includes a summary where appropriate.</p> <p>5e) If further clarification of advice or an opinion is necessary, DOJ gives CSIS the clarification it needs.</p> <p>5f) In the event of an adverse decision on a litigation file, DOJ provides CSIS with a recommendation on whether to appeal or seek judicial review, taking into account CSIS strategic objectives and potential implications across the federal government.</p>
<p>6) DOJ provides regular and informative progress reports or ongoing feedback in respect of CSIS requests for service.</p>	<p>6a) CSIS is regularly kept apprised of the status of their requests for legal advisory and litigation services and files.</p> <p>6b) In the provision of litigation services, CSIS is kept apprised of the progress of CSIS litigation at the various steps of the proceedings, informed of the final outcome and provided a copy of any written reasons for decision.</p>

Service Standards	Operational Indicators
7) In the provision of legal advisory and litigation services, DOJ involves CSIS in the development of legal strategy and positions.	<p>7a) DOJ works with CSIS in reviewing and developing legal options and strategies taking into account the federal government's and CSIS' programs, policies and strategic objectives, as well as Justice's mandated responsibility to protect whole of government legal interests.</p> <p>7b) Where there is a disagreement on the option, approach and strategy to be adopted in litigation, DOJ ensures that the reasons in support of their position is clearly communicated and that meaningful exchanges take place, at the level(s) CSIS feels appropriate.</p> <p>7c) DOJ prepares Service witnesses thoroughly and in a timely fashion</p>
8) DOJ will prevent and resolve legal disputes at the earliest opportunity.	<p>8a) DOJ advises CSIS on whether to use dispute resolution practices to help resolve CSIS legal issues.</p> <p>8b) In the provision of litigation services, DOJ advises CSIS of any settlement offers and provides CSIS with their recommendation, and DOJ negotiates and concludes out of court settlements in accordance with CSIS' instructions.</p>
9) DOJ will identify opportunities to implement policies and programs by administrative rather than legislative or regulatory means.	9a) In the provision of legislative services, DOJ provides advice and recommendations on options in terms of instrument choice.

If CSIS feels that DOJ is not meeting any of its service standards, please contact the Director or Manager of the Unit or Office through which the service is provided, or another person designated for that purpose. The Director/Manager is responsible for ensuring that all service standards are met.

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ANNEX B

PLANNING AND FORECASTING

2012-2013 Projected Calculated Costs and Extraordinary Expenses	
CSIS	Total Projected Cost Incl. EBP
DLSU	5,851,626
Atlantic	0
Ontario	527,123
Quebec	327,243
Prairies	7,407
British Columbia (BC)	1,941
North	
Civil Litigation	702,680
Public Law	29,528
TOTAL	7,447,548

A-BASE	1,902,851
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2012-2013 PROJECTED CSIS RECOVERIES	5,544,697
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A-Base as a Percentage of Total Cost	26%
Recoveries as a Percentage of Total Cost	74%

Billing Rate Set at % 74

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ANNEX C

RATES

Annual Rates/Taux annuels 2011-12
(Pending TB Approval / En attente de l'approbation du CT)

Corporate Discounted Rates/ Taux corporatifs réduits	Headquarters and Regional Rates/Taux de l'Administration centrale et des régions						
	LA 00	LA 1A	LA 2A	LA 2B	LA 3A	LA 3B	LA 3C
Direct Costs/Coûts directs							
Direct Salary/Salaire direct	55,598	88,454	131,495	145,438	156,435	184,909	212,187
Support Salary/Salaire du personnel de soutien	23,572	23,572	23,572	23,572	23,572	23,572	23,572
Supervision/Supervision	11,724	11,724	11,724	11,724	11,724	11,724	11,724
Direct Operating and Maintenance (O&M)/Coûts opérationnels	14,907	14,907	14,907	14,907	14,907	14,907	14,907
Training/Formation	1,385	1,856	2,473	2,672	2,973	3,238	3,629
Bar fees/Frais de barreau		2,008	2,008	2,008	2,008	2,008	2,008
Indirect Support Salary/Salaire du personnel de soutien indirect	8,976	8,976	8,976	8,976	8,976	8,976	8,976
Indirect Support O&M/Coûts opérationnels de soutien indirect	6,927	6,927	6,927	6,927	6,927	6,927	6,927
Sub-Total - Justices / Sous-total - Justices	123,099	198,426	292,082	218,234	237,822	286,281	283,990
EBP/RASE (18%)	17,977	22,891	31,638	34,148	37,927	41,253	46,163
Accommodation/Logaux	6,559	6,559	6,559	6,559	6,559	6,559	6,559
Total Rates/Taux	147,635	228,876	340,279	258,941	282,308	334,093	336,712
Hourly Rates/Taux horaires	113.6	148.3	194.8	197.4	216.9	253.8	259.8

	EC-01	EC-02	EC-03	EC-04	EC-05	EC-06	EC-07	EC-08
Direct Costs/Coûts directs								
Direct Salary/Salaire direct	55,197	62,510	66,533	75,773	87,643	99,077	114,392	124,233
Support Costs/Coûts de soutien								
Support Salary/Salaire du personnel de soutien	8,419	8,419	8,419	8,419	8,419	8,419	8,419	8,419
Supervision/Supervision	4,097	4,097	4,097	4,097	4,097	4,097	4,097	4,097
Direct Operating and Maintenance (O&M)/Coûts opérationnels	5,233	5,233	5,233	5,233	5,233	5,233	5,233	5,233
Training/Formation	1,053	1,158	1,246	1,348	1,521	1,682	1,901	2,042
Indirect Support Salary/Salaire du personnel de soutien indirect	5,570	5,570	5,570	5,570	5,570	5,570	5,570	5,570
Indirect Support O&M/Coûts opérationnels de soutien indirect	3,521	3,521	3,521	3,521	3,521	3,521	3,521	3,521
Sub-Total - Justices / Sous-total - Justices	83,080	96,508	96,719	103,961	116,294	127,589	143,133	153,115
EBP/RASE (18%)	13,191	14,507	15,609	15,895	19,067	21,089	23,046	25,617
Accommodation/Logaux	3,279	3,279	3,279	3,279	3,279	3,279	3,279	3,279
Total Rates/Taux	99,550	108,294	115,607	124,135	138,640	151,957	170,258	182,011
Hourly Rates/Taux horaires	76.4	83.3	88.8	95.3	106.6	116.9	131.0	140.8

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ANNEX C

RATES

Annual Rates/Taux annuels 2011-12
(Pending TB Approval / En attente de
l'approbation du CT)

Corporate Discounted Rates/ Taux corporatifs réduits	Headquarters and Regional Rates/Taux de l'administration centrale et des régions							
	LA-00	LA-1A	LA-2A	LA-2B	LA-3A	LA-3B	LA-X	
Direct Costs/Coûts directs								
Direct Salary/Salaire direct	55,598	88,454	131,495	145,438	166,435	184,909	212,187	
Support Salary/Salaire du personnel de soutien	23,572	23,572	23,572	23,572	23,572	23,572	23,572	
Supervision/Supervision	11,724	11,724	11,724	11,724	11,724	11,724	11,724	
Direct Operating and Maintenance (O&M)/Coûts opérationnels	14,907	14,907	14,907	14,907	14,907	14,907	14,907	
Training/Formation	1,385	1,856	2,473	2,672	2,973	3,238	3,629	
Bar fees/Frais de barreau		2,008	2,008	2,008	2,008	2,008	2,008	
Indirect Support Salary/Salaire du personnel de soutien indirect	8,976	8,976	8,976	8,976	8,976	8,976	8,976	
Indirect Support O&M/Coûts opérationnels de soutien indirect	6,927	6,927	6,927	6,927	6,927	6,927	6,927	
Sub-Total - Justice / Sous-total - Justice	123,088	188,424	202,882	216,224	237,522	264,261	283,930	
FBP/RASE (18%)	17,977	23,891	31,638	34,148	32,937	41,253	46,163	
Accommodation/Logement	6,559	6,559	6,559	6,559	6,559	6,559	6,559	
Total Rates/Taux	147,624	224,874	240,079	256,931	277,018	311,073	336,652	
Hourly Rates/Taux horaires	113.6	146.3	184.8	197.6	216.9	233.9	259.6	
	EC-01	EC-02	EC-03	EC-04	EC-05	EC-06	EC-07	EC-08
Direct Costs/Coûts directs								
Direct Salary/Salaire direct	55,197	62,510	68,633	75,773	87,943	99,077	114,292	124,433
Support Costs/Coûts de soutien								
Support Salary/Salaire du personnel de soutien	8,419	8,419	8,419	8,419	8,419	8,419	8,419	8,419
Supervision/Supervision	4,097	4,097	4,097	4,097	4,097	4,097	4,097	4,097
Direct Operating and Maintenance (O&M)/Coûts opérationnels	5,233	5,233	5,233	5,233	5,233	5,233	5,233	5,233
Training/Formation	1,053	1,158	1,246	1,348	1,521	1,682	1,901	2,042
Indirect Support Salary/Salaire du personnel de soutien indirect	5,570	5,570	5,570	5,570	5,570	5,570	5,570	5,570
Indirect Support O&M/Coûts opérationnels de soutien indirect	3,521	3,521	3,521	3,521	3,521	3,521	3,521	3,521
Sub-Total - Justice / Sous-total - Justice	83,000	90,508	96,729	103,961	116,204	127,599	143,133	153,115
FBP/RASE (18%)	13,141	14,507	15,609	16,895	19,067	21,085	23,846	25,617
Accommodation/Logement	3,279	3,279	3,279	3,279	3,279	3,279	3,279	3,279
Total Rates/Taux	99,420	108,304	115,607	124,135	138,550	151,967	170,258	182,011
Hourly Rates/Taux horaires	76.6	83.3	88.9	96.5	106.6	116.9	131.0	140.0

Disbursements below \$200 are included in the rates / Les débours inférieurs à 200 \$ sont pris en compte dans les taux

PROCESSED BY ONE UNDER THE PROVISIONS OF THE PRIVACY ACT AND/OR ACCESS TO INFORMATION ACT. / TRAITÉ PAR LE BUREAU EN VERTU DE LA LOI SUR LA PROTECTION DES RENSEIGNEMENTS PERSONNELS ET/OU DE LA LOI SUR L'ACCÈS À L'INFORMATION.

**Annual Rates/Taux annuels 2011-12
(Pending TB Approval / En attente de l'approbation du CT)**

Corporate Discounted Rates/ Taux corporatifs réduits	Legal Service Unit Rates/Taux des services juridiques						
	LA-00	LA-1A	LA-2A	LA-2B	LA-3A	LA-3E	LA-3C
Direct Costs/Coûts directs							
Direct Salary/Salaire direct	55,598	88,454	121,495	145,438	166,435	184,909	212,189
Support Salary/Salaire du personnel de soutien	-	-	-	-	-	-	-
Supervision/Supervision	-	-	-	-	-	-	-
Direct Operating and Maintenance (O&M)/Coûts opérationnels	-	-	-	-	-	-	-
Training/Formation	1,091	1,649	2,415	2,756	3,111	3,456	3,822
Rat fees/Frais de bureau	-	2,008	2,008	2,008	2,008	2,008	2,008
Indirect Support Salary/Salaire du personnel de soutien indirect	8,976	8,976	8,976	8,976	8,976	8,976	8,976
Indirect Support O&M/Coûts opérationnels de soutien indirect	6,927	6,927	6,927	6,927	6,927	6,927	6,927
Sub-Total - Justice / Sous-total - Justice	72,692	106,014	131,821	156,108	187,487	206,278	233,930
EBP/RASE (18%)	11,623	17,532	25,285	27,795	31,574	34,999	39,909
Accommodation/Locaux	-	-	-	-	-	-	-
Total Rates/Taux	84,315	123,546	157,106	183,903	219,061	241,277	273,789
Hourly Rates/Taux horaires	64.8	98.6	130.3	148.2	180.5	188.5	218.8

	EC-01	EC-02	EC-03	EC-04	EC-05	EC-06	EC-07	EC-08
Direct Costs/Coûts directs								
Direct Salary/Salaire direct	55,197	62,510	68,633	75,773	87,843	99,077	114,392	124,133
Support Costs/Coûts de soutien								
Support Salary/Salaire du personnel de soutien	-	-	-	-	-	-	-	-
Supervision/Supervision	-	-	-	-	-	-	-	-
Direct Operating and Maintenance (O&M)/Coûts opérationnels	-	-	-	-	-	-	-	-
Training/Formation	1,083	1,225	1,351	1,494	1,735	1,960	2,266	2,463
Indirect Support Salary/Salaire du personnel de soutien indirect	5,570	5,570	5,570	5,570	5,570	5,570	5,570	5,570
Indirect Support O&M/Coûts opérationnels de soutien indirect	3,521	3,521	3,521	3,521	3,521	3,521	3,521	3,521
Sub-Total - Justice / Sous-total - Justice	66,371	72,826	79,475	86,308	96,689	110,128	125,749	138,787
EBP/RASE (18%)	10,938	12,254	13,357	14,642	16,814	18,836	21,593	23,365
Accommodation/Locaux	-	-	-	-	-	-	-	-
Total Rates/Taux	78,309	85,080	92,832	101,000	115,463	128,964	147,342	162,152
Hourly Rates/Taux horaires	58.7	65.4	71.1	77.7	88.8	99.2	113.3	122.4

Disbursements below \$200 are included in the rates / Les débours inférieurs à 200 \$ sont pris en compte dans les taux

(Included under support costs and accommodation costs are supplied by the host department)

Les cases ont été incluses dans les coûts de soutien et pour les locaux représentant des coûts fournis par le ministère client

APPROVED BY CIVIL JUDGE FOR PROVISIONS OF THE PRIVACY ACT / APPROUVÉ PAR LE JUGE CIVIL EN VERTU DE LA LOI SUR LA PROTECTION DES RENSEIGNEMENTS PERSONNELS

**Annual Rates/Taux annuels 2011-12
(Pending TB Approval / En attente de l'approbation du CT)**

Corporate Discounted Rates/ Taux corporatifs réduits	Toronto Regional Office Rates - Concessions/Taux du Bureau régional de Toronto - Concessions						
	LA-0T	LA-1TA	LA-2TA	LA-2TB	LA-3TA	LA-3TB	LA-3TC
Direct Costs/Coûts directs							
Direct Salary/Salaire direct	55,598	95,188	141,982	165,856	181,067	195,410	202,490
Support Salary/Salaire du personnel de soutien	23,572	23,572	23,572	23,572	23,572	23,572	23,572
Supervisor/Supervision	11,724	11,724	11,724	11,724	11,724	11,724	11,724
Direct Operating and Maintenance (O&M)/Coûts opérationnels	14,907	14,907	14,907	14,907	14,907	14,907	14,907
Training/Formation	1,385	1,856	2,473	2,672	2,971	3,238	3,629
Bar fees/rais de barreau	-	2,008	2,008	2,008	2,008	2,008	2,008
Indirect Support Salary/Salaire du personnel de soutien indirect	8,976	8,976	8,976	8,976	8,976	8,976	8,976
Indirect Support O&M/Coûts opérationnels de soutien indirect	6,927	6,927	6,927	6,927	6,927	6,927	6,927
Sub-Total - Justice / Sous-total - Justice	125,089	166,189	214,889	236,642	252,188	266,792	274,235
EBP/RASE (18%)	17,977	25,103	33,886	37,823	40,561	43,143	44,417
Accommodation/Locaux	6,559	6,559	6,559	6,559	6,559	6,559	6,559
Total Rates/Taux	149,625	197,851	255,334	281,024	299,308	316,494	325,209
Hourly Rates/Taux horaires	113.6	151.4	196.2	216.2	230.2	242.4	248.2

	EC-01	EC-02	EC-03	EC-04	EC-05	EC-06	EC-07	EC-08
Direct Costs/Coûts directs								
Direct Salary/Salaire direct	55,197	67,510	68,633	75,771	87,643	99,077	114,392	124,233
Support Costs/Coûts de soutien								
Support Salary/Salaire du personnel de soutien	8,419	8,419	8,419	8,419	8,419	8,419	8,419	8,419
Supervisor/Supervision	4,097	4,097	4,097	4,097	4,097	4,097	4,097	4,097
Direct Operating and Maintenance (O&M)/Coûts opérationnels	5,231	5,231	5,231	5,231	5,231	5,231	5,231	5,231
Training/Formation	1,053	1,158	1,246	1,348	1,521	1,682	1,901	2,042
Indirect Support Salary/Salaire du personnel de soutien indirect	5,570	5,570	5,570	5,570	5,570	5,570	5,570	5,570
Indirect Support O&M/Coûts opérationnels de soutien indirect	3,521	3,521	3,521	3,521	3,521	3,521	3,521	3,521
Sub-Total - Justice / Sous-total - Justice	83,000	90,500	90,759	103,661	116,394	127,899	142,233	153,118
EBP/RASE (18%)	13,191	14,507	15,609	16,895	19,067	21,089	23,816	25,617
Accommodation/Locaux	3,279	3,279	3,279	3,279	3,279	3,279	3,279	3,279
Total Rates/Taux	99,470	108,294	110,647	124,125	138,740	152,267	170,328	182,011
Hourly Rates/Taux horaires	76.6	83.3	86.9	98.5	106.6	114.9	125.0	140.0

Disbursements below \$200 are included in the rates / Les débours inférieurs à 200 \$ sont pris en compte dans les taux