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PWGSC Sustainable Development Commitment

Public Works and Government Services Canada's Report on Plans and Priorities for 2010-11 includes the following commitment:

"All identified managers and functional heads (of procurement and materiel management) will have environmental consideration clauses incorporated into their performance evaluations for the 2011-12 fiscal year."

This commitment stems from the requirements of the [Policy on Green Procurement](#), and will also appropriately position PWGSC to meet its Federal Sustainable Development Strategy target on green procurement.

To deliver on this commitment, the following steps have been taken:

- A set of [criteria](#) was developed to help identify eligible positions.
- Branches and regions have identified eligible positions and reported on the [number of applicable positions in their organizations](#).
- A suite of [sample environmental performance objectives](#) was developed to assist with the inclusion of appropriate environmental performance objectives in performance agreements.

In June, all branches and regions are expected to report back on the actual number of identified positions that have environmental performance objectives in their performance agreements. PWGSC will use this information to report in its Departmental Performance Report.

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Criteria to Identify Eligible Positions

The table below is designed to help the various units identify all managerial and functional head positions (of procurement and materiel management) that must have environmental consideration clauses incorporated into the performance evaluations for the 2011-12 fiscal year in order to meet PWGSC's green procurement commitment.

Criteria for Managers – Procurement and Materiel Management:

Personnel at the PG-05 or PG-06 level	X / v
With any of the following core responsibilities	
<ul style="list-style-type: none">• Manages procurement activities (e.g. development of procurement strategy and plans, document preparation, bid evaluation, negotiation, and/or contract management)	
<ul style="list-style-type: none">• Manages materiel management activities (e.g. requirements planning, asset distribution, inventory management and disposal)	
With the following managerial/supervisory responsibilities	

<ul style="list-style-type: none">Leads a project or activity focused team	
<ul style="list-style-type: none">Plans, assigns, and supervises procurement or materiel management activities within a team	
<ul style="list-style-type: none">Evaluates the performance of procurement and/or materiel management officers	

Criteria for Functional Heads - Procurement and Materiel Management

Executives at the EX-01 level	X / v
With substantive ¹ responsibility for the work performed by other employees in any of the following or combined areas:	
<ul style="list-style-type: none">Procurement activitiesMateriel management activities	
Executives at the EX-02 leve	
With over 50% of the subordinate units performing work in any of the following or combined areas:	
<ul style="list-style-type: none">Procurement activitiesMateriel management activities	
Executives at the EX-03, EX-04 or EX-05 level	
With over 30% of the subordinate units performing work in any of the following or combined areas	
<ul style="list-style-type: none">Procurement activitiesMateriel management activities	

¹ Primary role of the team is procurement and/or materiel management.

² Subordinate units are the directorates under the executive.

Environmental Performance Objectives

Examples of environmental performance objectives include:

- Reviews procurement [or materiel management] requirements [with the client] and integrates environmental considerations in the planning, acquisition, use, maintenance and/or disposal of the good or service as per the intent of the *Policy on Green Procurement*.
- Develops and implements a green procurement strategy for planning, acquisitions, use, maintenance and/or disposal of goods and services and maintains baseline data.
- Ensures a green procurement plan is completed [and implemented], with the help of the green procurement team, when establishing government wide procurement instruments.
- Ensures integration of environmental performance considerations in government-wide procurement instruments.
- Sets green procurement targets, tracks and reports on environmental performance in the Report on Plans and Priorities and Departmental Performance Report.
- Completes the green procurement training course (C215).
- Coordinates the green procurement training requirement(s) of the departmental procurement [or

- matériel management] staff.
- Integrates environmental considerations and green procurement requirements into their existing management frameworks and decision making for procurement, as required by the *Policy on Green Procurement*.
- Supports and facilitates the reuse of surplus matériel between government organizations prior to its disposal.
- Strives to support the organization in achieving results relevant to the Greening Government Operations departmental priorities as measured through the Report on Plans and Priorities, Departmental Performance Report and Deputy Minister Scorecard by ensuring:
 - Active representation and participation in intradepartmental Director and Director General level committees supporting the organization's implementation of the Federal Sustainable Development Strategy (FSDS) and associated Greening Government Operations targets;
 - Active engagement of employees to encourage their participation in support of FSDS initiatives (e.g., paper reduction, green procurement, travel, etc.)
 - Integration of FSDS Greening Government Operations targets, where applicable, in Branch/Region business plans and that they are reported on a quarterly basis.

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Report on the Number of Identified Positions

The report below outlines the number of identified positions per branch/region that must have environmental consideration clauses incorporated into the performance evaluations for the 2011-12 fiscal year in order to meet PWGSC's green procurement commitment

List of Branches and Regions

Acquisitions Branch

Functional Head	Number of identified eligible positions
Director and Senior Director	25
Director General	5
Assistant Deputy Minister	1
Total	31

Corporate Services and Policy Branch

Employees	Number of identified eligible positions
PG-05	2
PG-06	0
Functional Head	
EX-01	1
Total	3

Information Technology Services Branch

Employees	Number of identified eligible positions
PG-05	1

PG-06 (1), CS-04 (3)	4
Functional Head	
EX-01 (1), CS-05 (2)	3
EX-02	1
Total	9

Atlantic Region

Employees	Number of identified eligible positions
PG-05	6
PG-06	3
Functional Head	
EX-01	1
EX-02	1
EX-03	1
Total	12

Quebec Region

Employees	Number of identified eligible positions
PG-05	10
PG-06	2
Functional Head	
EX-02	1
Total	13

Ontario Region

Employees	Number of identified eligible positions
PG-05	9
PG-06	3
Functional Head	
EX-01	1
EX-02	1
EX-03	1
Total	15

Pacific Region

Employees	Number of identified eligible positions
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PG-05	7
PG-06 & AS 05	4
Functional Head	
EX-01	1
EX-02	1
EX-03	1
Total	14

Western Region

Employees	Number of identified eligible positions
PG-05 & AS-03	11
PG-06 & AS-05	8
Functional Head	
EX-02	1
Total	20

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