



**ADVISORY
COUNCIL**

Professional Institute of the Public Service of Canada (PIPSC)

Advisory Council Annual Report – 2025

Submitted by: Advisory Council Director, Chris Roach

Presented to: PIPSC Annual General Meeting

Overview

The Advisory Council (AC) met 6 times throughout 2025 — in February, April, June, August, October and November — to advise the Board of Directors (BoD) on key policy, governance, and strategic matters. The year focused on strengthening internal governance, enhancing member engagement, developing strategic lobbying and public communications capacity, and modernizing PIPSC's systems and programs.

1. Key Policy and Strategic Developments

1.1 Lobbying and Public Relations Strategy

Throughout 2025, the Advisory Council emphasized the importance of a coordinated and proactive lobbying strategy. The AC initiated motions early in the year to establish a formal Lobbying Strategy and Public Relations Campaign, later endorsed by the Board of Directors. Following this, detailed frameworks were presented, and by mid-year, advocacy intensified around the Comprehensive Expenditure Review (CER). An emergency Board meeting in July launched a public campaign condemning federal austerity cuts. In October, preparations began for a decentralized lobbying week in November, with members engaging MPs in their constituencies.

1.2 Federal Election Preparedness

Ahead of the anticipated federal election, the AC held an emergency meeting on March 26 to coordinate PIPSC's non-partisan advocacy plan. A Member Toolkit, party questionnaires, and media speaking points were developed and distributed. Post-election planning focused on evaluating campaign effectiveness and preparing for a potential fall lobby day.

2. Member Representation and Governance

2.1 Representation Policy

Significant revisions were proposed by the AC to ensure fairness and consistency in representation. Updates clarified the duty to represent, particularly regarding harassment and violence cases, and streamlined the appeal process for grievances. Members provided feedback through the AC Committee.

2.2 Governance and AGM Operations

The AC examined sustainable models for AGM delegate representation and costs. The 2025 AGM hosted 838 delegates. The Board approved shifting all constituent body fiscal years to end on June 30, effective July 2027. Discussions on constituent body funding and equitable allocations remain ongoing.

3. Member Engagement and Steward Development

3.1 Steward Program

Progress continued through 2025 on developing the Steward Program. Based on the recommendation from the AC, the Board-approved a mentorship program, administered by the Training Education And Mentorship Committee, which advanced recruitment and recognition initiatives. Regional Directors led implementation, while updated application and renewal processes modernized stewardship participation.

3.2 Website and Member Portal Modernization

After consultation with the Advisory Council, the transition from the Steward Portal to the new Member Portal progressed substantially. The system will feature personalized logins for all members and integrate platforms like ServiceNow, AWS, and DataSteward. This modernization enhances access, efficiency, and member engagement.

4. Labour Relations and External Advocacy

4.1 Workforce Adjustment (WFA) and Comprehensive Expenditure Review (CER)

The AC monitored the emergence of WFA cases and responded rapidly to the federal government's CER. PIPSC released public statements, coordinated a media campaign, and positioned itself as a strong advocate for public service professionals.

4.2 Collective Bargaining and Consultation

The AC coordinated with the Working Group on Consultation and the Separate Employers Group to support collective bargaining strategies. Advisory Council members reviewed proposals related to artificial intelligence, privacy, and environmental sustainability. The Council unanimously reaffirmed its support for CRPEG members during their strike.

The Working Group on Consultation (WGC) and the Separate Employers Group (SEG) are sub committees under the Advisory Council and meet 4 times a year adjacent to the Advisory Council.

This year at the WGC, Consultation Presidents conversations focussed on workforce adjustment, fiscally responsible consultation budgets, and working with the National Policy Office on having a common voice on issues like Duty to Accommodate and Return to the Office across the Federal Departments and Agencies.

The Separate Employers Group, mostly provincially regulated members, provides a forum to exchange ideas and information specifically impacting separate employer groups.

5. Administrative and Organizational Updates

The introduction of Chief Operating Officer Stan MacLellan strengthened executive leadership. Efforts to improve space utilization at 250 Tremblay advanced, and IT

modernization remained a core focus, including the deployment of Navigar and a new elections system. The Better Together Fund continued to be refined for greater administrative efficiency.

6. Key Resolutions and Motions Advanced to AGM

The following motions were approved by the Advisory Council for submission to the 2025 AGM:

- Increased Strike Pay
- AGM Delegate Caps
- Access to email Distribution Lists to Constituent Bodies
- Formal Recognition of the Working Group on Consultation and Separate Employers Group in By-laws
- Implementation of a PIPSC Lobbying Strategy and Program
- Steward Program Enhancements
- Delivery of a new member website that meets member needs
- Creation of a Committee that will develop Member Guides

Conclusion

In 2025, the Advisory Council focused on strengthening the Institute's foundation through enhanced governance, transparent communication, and forward-looking strategy. Through modernization efforts, a revitalized lobbying framework, and a deepened commitment to member engagement, the AC continues to support PIPSC's mission to represent public service professionals with integrity and impact.