



Canadian Food Inspection Agency / Agence canadienne d'inspection des aliments



Canadian Food Inspection Agency



**Our vision:**  
To excel as a science-based regulator, trusted and respected by Canadians and the international community.

**Our mission:**  
Dedicated to safeguarding food, animals and plants, which enhances the health and well-being of Canada's people, environment and economy.

*Excelling as a science-based regulator*



Canada



## A commitment to public science

**Our Vision:** To excel as a science-based regulator, trusted and respected by Canadians and the international community.

**Our Mission:** To safeguard food, animals and plants, which enhances the health and well-being of Canada's people, environment and economy.

**A Key Value:** "We value scientific rigour and professional and technical competence. These play a crucial role in our decision making."



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## A decade of challenges

**Globalization:** increased trade and travel

**Zoonotic diseases:** emerging threats that can affect our quality of life.

**Rapid expansion of knowledge:** rapid development of new technologies, combined with faster and broader information exchange.

## Using science to manage threats

The BSE or “mad cow disease” situation

After the discovery of BSE in 2003, the Agency responded by:

- testing in excess of 150,000 at-risk animals
- launching a multi-faceted strategy
- implementing an enhanced feed ban
- reassuring the public and trading partners

**Results:** safer food and greater consumer confidence



## Science: the three spheres

**Public sector:** safeguarding the public interest

**Private sector:** stronger market share

**Academia:** the thirst for knowledge



## The CFIA uses science for the public good

In its pursuit of the public good, the CFIA:

- uses evidence-based decisions to build credibility, and
- seeks advice from experts in academia and the private sector, as well as other departments and international organizations.

September 2006:

- The CFIA brings together the broadest range of stakeholders ever for a summit on *Sirex noctilio* (European woodwasp).

## Risk management: based on science

### CFIA Values:

“We do not manipulate science to achieve a desired outcome but acknowledge that other factors must be taken into account in this decision making.”

## National and international recognition

### At home:

- more responsibilities (avian influenza, BSE)
- lead agency to develop a National Animal Health Strategy

### Abroad:

- labs: OIE designation
- praise from the OECD for Canada

## Recruitment strategy

- Overall, the number of employees at the CFIA grew by 7.6 % in fiscal year 2006–07.
- The scientific & professional groups grew by more than 20% (21.4%) between 2001 and 2006.
- However, more than 15% (17.0%) of these groups will be eligible to retire over the next 2 years.

## The CFIA recruitment strategy

- Agency Branding
- Strategic & Collaborative Recruitment
- Investment in Employees
- Group-Specific Action Plans

## Succession Planning

- “Scientists as Leaders” program
  - 24 scientists from 9 departments in the first phase of the pilot project
- Integrated approach
- Respect for core values

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