

RCMP/NPF Acronyms – Frequently used in LR

A&P)	Admin & Personnel Officer
ASIRT	Alberta Serious Incident Response Team
ATIP	Access to Information and Privacy
BEI	Bureau des enquêtes indépendantes
CA	Conduct Advisor or Authority
CARD	Conduct Authority Representative Directorate
CB	Conduct Board
CDRA	Career Development and Resource Advisor
CDRO	Career Development Officer
CHRO	Chief Human Resource Officer
COE	Category of Employee
CRCC	Civilian Review and Complaints Commission
CrOPS	Criminal Operations
CSO's	Commissioner's Standing Orders
DANCO	District Advisory NCO
DCM	Disability Case Management
DFLO	Designated Family Liaison Officer
DFR	Duty of Fair Representation
DG	Director General
DMHR	Designated Manager for Human Resources
DO	District Officer (can also mean Designated Officer Board)
DSO	Departmental Security Office(r)
EE	Employment Equity
EMRO	Employee Management Relations Officer
FPSLRB	Federal Public Sector Labour Relations and Employment Board
GBA	Gender Based Assessment
ICMP	Informal Conflict Resolution
IIO	Independent Investigations Office
IIU	Independent Investigations Unit
LAPE	Legal Assistance at Public Expense
LRI	Legislative Reform Initiative
MLR	Member Labour Relations
MIS	Member Involved Shooting
MRD	Member Representative Directorate
MWSP	Member Workplace Services Program
NCMS	National Conduct Mgmt System
NoCH	Notice of Conduct Hearing
NoCM	Notice of Conduct Meeting
OCGA	Office for the Coordination of Grievances and Appeals
PIPSC	The Professional Institute of the Public Service of Canada
PRO	Professional Responsibilities Officer
PRU/PRS	Professional Responsibilities Unit/Sector
PSAC	Public Service Alliance
PSLRB	Public Service Labour Relations Board

RTW/GRTW	Return to Work/ Gradual RTW
SIU	Special Investigations Unit
SPA	Suspension of Pay and Allowances (old SWOP)
SRRP	Staff Relations Representative Program
T&C	Terms and Conditions of Employment
TB/TBS	Treasury Board Secretariat
ULP	Unfair Labour Practice
VAC	Veterans Affairs