

# HRPOL

## Abbreviations

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### HRPOL ABBREVIATIONS

Abbreviation	Meaning
ADR	Alternate Dispute Resolution
AJD	Authorized Job Description
B/W Comds	Base/Wing Commanders
B/W/U COL	Base/Wing/Unit/ Coordinator of Official Languages
BFOQ	Bona Fide Occupational Qualification
BFOR	Bona Fide Occupational Requirement
CANEX	Canadian Forces Exchange System
CDS	Chief of the Defence Staff
CEO	Chief Executive Officer
CF	Canadian Forces
CFO	Chief Financial Officer
CHRA	<i>Canadian Human Rights Act</i>
CHRO	Chief Human Resources Officer
CLC	Canada Labour Code
CO	Commanding Officer
DAOD	Defence Administrative Orders and Directives
DHRO	Director Human Resources Operations
DHRPS	Director Human Resources Programs and Services
DND	Department of National Defence
EFAP	Employee and Family Assistance Program
EE	Employment Equity
EEA	<i>Employment Equity Act</i>
EI	Employment Insurance
EIA	<i>Employment Insurance Act</i>
EMRC	Employee-Management Relations Committee
ExMB	Executive Management Board
FAA	<i>Financial Administration Act</i>

<b>Abbreviation</b>	<b>Meaning</b>
GECA	<i>Government Employees Compensation Act</i>
HR	Human Resources
HRM	Human Resources Manager
JD	Job Description
LTD	Long Term Disability
MIP	Management Incentive Program
NLMRC	National Labour-Management Relations Committee
NOHSPC	National Occupational Health and Safety Policy Committee
NPF	The Staff of Non-Public Funds, Canadian Forces
NPF AJD	Staff of Non-Public Funds, Canadian Forces Authorized Job Description
NPF HRPOL	Human Resources Policy Manual for the Staff of Non-Public Funds, Canadian Forces
NPP	Non-Public Property
OHS	Occupational Health and Safety
OHSC	Occupational Health and Safety Committee
OHSR	Occupational Health and Safety Representative
OL	Official Languages
OLA	<i>Official Languages Act</i>
OPI	Office of Primary Interest
PEN	Payroll Entity Number
PR	Performance Review
PSAC	Public Service Alliance of Canada
PSECA	<i>Public Sector Equitable Compensation Act</i>
PSLRA	<i>Public Service Labour Relations Act</i>
PSLRBR	Public Service Labour Relations Board Regulations
PSP	Personnel Support Programs
PWCA	Provincial Worker's Compensation Acts
PWCB	Provincial Worker's Compensation Board
RMHR	Regional Manager Human Resources
SISIP FS	SISIP Financial Services
SLE	Second Language Evaluation
SLER	Senior Local Employer Representative
SLT	Second Language Training
SLTP	Second Language Training Plan
TBS	Treasury Board Secretariat
UFCW	United Food and Commercial Workers International Union