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TSAWWASSEN FIRST NATION
s̓c̓əwəθən məsteyəx^w

Government Employees Act

PUBLIC SERVICE AFFIRMATION REGULATION

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Authority

1 This regulation is made under the *Government Employees Act* (Tsawwassen).

Definitions

2 (1) In this regulation,

“**Act**” means the *Government Employees Act* (Tsawwassen);

“**Ceremony**” means a Tsawwassen Public Service Affirmation Ceremony;

“**new employee**” means an individual who is either hired by the Tsawwassen Government or a Tsawwassen Corporation following the date on which this regulation takes effect, or in the case of the first Ceremony, an individual who is employed by the Tsawwassen Government or a Tsawwassen Corporation as of the Effective Date.

“**Pledge**” means the Tsawwassen Public Service Pledge in Schedule A to this regulation.

(2) Unless specifically provided otherwise in this regulation, the terms used have the same meaning as defined in the Act.

Part 1 – General

Requirement to participate

3 (1) All new employees must participate in a Ceremony.

(2) New employees must participate in a Ceremony as soon as is practicable.

(3) A new employee may work for Tsawwassen Government or a Tsawwassen Corporation for up to 6 months without having participated in a Ceremony.

(4) Notwithstanding subsection (1), an individual who is employed by either the Tsawwassen Government or a Tsawwassen Corporation on a contract or seasonal basis for a duration of less than 6 months, is not required to participate in a Ceremony.

Purpose

4 The purpose of a Ceremony is to:

- (a) ensure that the employee understands that they are making a commitment to Tsawwassen First Nation, and that the employee pledges to honour and respect Tsawwassen Members, history and culture;
- (b) ensure that the employee understands the importance of confidentiality when under employment with Tsawwassen First Nation;
- (c) provide the employee with a basic working knowledge of the governance structure of Tsawwassen First Nation, necessary for their employment;
- (d) provide the employee with a basic working knowledge of the Tsawwassen First Nation community and its history and culture; and
- (e) provide the employee with Acts, plans, policies and other documents with critical information about the goals of Tsawwassen Government and rules and expectations governing their employment.

Part 2 – Content of Ceremony

Pledge

- 5 (1) Every new employee participating in a Ceremony must participate in the Pledge.
- (2) The Pledge must be recited out loud by the new employee, witnessed by an official of Tsawwassen Government, and signed by the new employee and the witness.
- (3) Signed Pledges must be filed with the new employee's personnel file.

Knowledge of Tsawwassen

- 6 Every new employee participating in a Ceremony must receive information, through a live presentation or written materials, on:
 - (a) the governance structure of Tsawwassen First Nation, including the roles of and relationships between the structures described in Chapter 5 of the Constitution;
 - (b) the administrative structure of Tsawwassen First Nation, including the department structure and their reporting relationship to Government through the Chief Administrative Officer; and
 - (c) the Tsawwassen First Nation community, which will include sections on,
 - (i) Tsawwassen history and culture,
 - (ii) Current population and socio-demographic information regarding Tsawwassen Members,
 - (iii) Tsawwassen Lands and Other Tsawwassen Lands, and
 - (iv) the Tsawwassen Final Agreement.

Employee rights, obligations and expectations

- 7 (1) Every new employee participating in a Ceremony must be provided with information on the rights, obligations, and expectations on them as an employee of the Tsawwassen Government or a Tsawwassen Corporation.
- (2) All new employees must receive a copy of the
 - (a) *Government Employees Act* (Tsawwassen),
 - (b) *Conflict of Interest Act* (Tsawwassen),
 - (c) *Freedom of Information and Protection of Privacy Act* (Tsawwassen),
 - (d) current Tsawwassen First Nation Strategic Plan,
 - (e) most recent Tsawwassen First Nation Annual Report,
 - (f) current Tsawwassen First Nation Service Plan, and
 - (g) Operations Manual of Tsawwassen First Nation, as defined in *Government Organization Act* (Tsawwassen) as amended from time to time.



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Schedule A –Pledge of Public Service to Tsawwassen First Nation

I, **(name)**, pledge to serve Tsawwassen First Nation and Tsawwassen Members to the best of my abilities in my position as an employee of the Tsawwassen Government or a Tsawwassen Corporation. I will, at all times, treat any confidential information in my possession with the utmost care. I will strive to fulfill my duties to the best of my abilities, in accordance with Tsawwassen Law and in support of the aspirations and the vision of Tsawwassen First Nation. I will treat every Tsawwassen Member with the honour and respect they deserve, and I will make every effort to understand, respect and honour the culture, history and teachings of the Tsawwassen people.

(name)
Employee

(name)
Official of Tsawwassen Government

Dated

Dated

The Tsawwassen People (People facing the sea), have exercised sovereign authority over təməxʷct (Tsawwassen land) for thousands of years. Historically, Tsawwassen People were governed under the səniw (advice) and guidance of si'em (leaders), sci'eł (highborn women) hiwaqʷ (headmen), and sqʷiqʷel (speakers) through countless generations.

The Tsawwassen People now exist as part of two worlds: traditional and modern-day. On the Treaty Effective Date (April 3, 2009) we asserted our inherent right to self-government, and instituted a system where our two worlds can co-exist. We have connected our fundamental teachings together with universally held principles of responsible government to establish the Tsawwassen Government and to enact Tsawwassen Laws for the betterment of our People.

One of these laws requires that new employees participate in an affirmation ceremony, and make a public service pledge to Tsawwassen First Nation and to Tsawwassen Members. By making this pledge, new employees acknowledge their responsibilities, and affirm their intent to work to the best of their abilities on behalf of the Tsawwassen First Nation.