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2023 to 2027 Departmental Sustainable Development Strategy — Updated January 2025

Patented Medicine Prices Review Board

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Executive Summary

The Patented Medicine Prices Review Board (PMPRB) is an independent quasi-judicial body established by Parliament in 1987 under the *Patent Act*. The PMPRB's mandate is two-fold: to ensure that the prices of patented medicines sold in Canada are not excessive and to report on pharmaceutical trends.

Although the PMPRB's mandate is limited, the goals and targets set out in this Departmental Sustainable Development Strategy (DSDS) demonstrate the concrete terms in which the PMPRB supports the Government of Canada's vision of a sustainable future for all Canadians.

At the program level, the PMPRB is invested in supporting the health impact and equity goals of the Federal Sustainable Development Strategy (FSDS) through the effective implementation of a new regulatory framework that will lower the cost of patented medicines for Canadians payers, and by providing analytic support to inform the development and maintenance of a sustainable and accessible Canadian healthcare system.

At the Internal Services level, the PMPRB has committed to making informed and climate-conscious decisions in procurement and resource management; providing a safe, productive, and people-oriented work environment for all Staff that is reflective of the diversity of the Canadian population; and promoting continued learning and engagement on equity, reconciliation, and climate change.

The indicators and initiatives set out in the following sections will be tracked and made public in annual progress reports to provide accountability and transparency in the pursuit of these goals.

SECTION 1

Introduction to the Departmental Sustainable Development Strategy

The [2022 to 2026 Federal Sustainable Development Strategy \(FSDS\)](#) presents the Government of Canada's sustainable development goals and targets, as required by the [Federal Sustainable Development Act](#). This is the first FSDS to be framed using the 17 Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda and provides a balanced view of the environmental, social, and economic dimensions of sustainable development.

In keeping with the purpose of the Act, to make decision-making related to sustainable development more transparent and accountable to Parliament, the Patented Medicine Prices Review Board (PMPRB) supports the goals laid out in the FSDS through the activities described in this Departmental Sustainable Development Strategy (DSDS).

The [Federal Sustainable Development Act](#) also sets out [7 principles](#) that must be considered in the development of the FSDS as well as DSDSs. These basic principles have been considered and incorporated in the PMPRB's DSDS and sustainable development vision.



In order to promote coordinated action on sustainable development across the Government of Canada, this departmental strategy integrates efforts to advance Canada's implementation of the 2030 Agenda National Strategy, supported by the Global Indicator Framework (GIF) and Canadian Indicator Framework (CIF) targets and indicators. The strategy also now captures SDG initiatives that fall outside the scope of the FSDS to inform the development of the Canada's Annual Report on the 2030 Agenda and the SDGs.

The PMPRB is responsible for reporting on its contribution to three of the SDGs listed in the FSDS:

- GOAL 10: Advance Reconciliation with Indigenous Peoples and Take Action on Inequality
- GOAL 12: Reduce Waste and Transition to Zero-Emission Vehicles
- GOAL 13: Take Action on Climate Change and its Impacts

The corresponding federal targets and implementation strategies are listed in this DSDS, along with the PMPRB's departmental actions and performance indicators.

SECTION 2

The PMPRB's Sustainable Development Vision

The PMPRB supports the Government of Canada's vision of secure economic, social, and environmental health and quality of life for all Canadians, now and for future generations. Despite a relatively focused mandate, the PMPRB will work collaboratively at the program level to help achieve the equity and health impact initiatives underpinning the federal government's climate action goals in the aim of a sustainable and accessible Canadian healthcare system.

As the PMPRB incorporates and integrates the implementation strategies laid out in the FSDS into operations, its own sustainable development vision is grounded in the [7 principles of sustainable development](#): the efficient use of natural, social, and economic resources and the integration of environmental, economic, and social factors in decision-making; the continued evolution and multi-faceted approach to sustainable development efforts; intergenerational equity; openness and transparency; involvement of Indigenous Peoples; collaboration; and results and delivery.

For the PMPRB, this means committing to

- collaborate with our partner organizations in the Health Portfolio to maximize the benefits of our programs in the collective efforts towards affordability, equity, and climate resilience;
- consult with equity groups affected by our work when undertaking new policy development or initiatives;
- support decision-making that is informed by both short-term risks and long-term impacts;
- ensure our internal operational practices are climate-responsive, sustainable, and equitable;
- reassess our environmental impact on a regular basis and adapt strategies to accommodate new priorities; and
- track and measure our progress with transparent and consistent methodologies.

SECTION 3

Listening to Canadians

As required by the *Federal Sustainable Development Act*, the PMPRB has taken into account comments on the draft 2022-2026 FSDS made during the public consultation held from March 11 to July 9, 2022.

During the public consultation, more than 700 comments were received from a broad range of stakeholders, including governments, Indigenous organizations, non-governmental organizations, academics, businesses, and individual Canadians in different age groups and of various backgrounds. The draft FSDS was also shared with the appropriate committee of each House of Parliament, the Commissioner of the Environment and Sustainable Development, and the Sustainable Development Advisory Council for their review and comment.

What We Heard

Across the submissions received, the PMPRB identified two primary sustainable development priorities and issues that were most relevant to the PMPRB's scope of influence.

Consultations underscored the importance of acknowledging socio-economic challenges such as inequality, poverty, and rising costs of living as inextricably tied to the impacts of climate change on Canadians. In addition, in view of sustainability and reconciliation priorities, consultations with Canadian youth highlighted the importance of intergenerational equity, which is the principle that it is important to meet the needs of the present generation without compromising the ability of future generations to meet their own needs. For the purposes of this strategy, that means developing longer-term goals and accounting for future generations when measuring the impact of policies.

The PMPRB also noted the comments on the need for healthcare system reform to improve access and minimize inequities, as well as the emphasis on reducing waste and encouraging circular waste management practices within small organizations.

What We Did

The PMPRB took the above-mentioned key priorities and issues into consideration in this DSDS.

As part of the actions taken at the Internal Services level to ensure operations are aligned with climate goals, the PMPRB's DSDS targets are designed to promote equity within the public service. Our vision and commitment also reflect the value of our mandate in supporting ongoing efforts to achieve an affordable and sustainable health system, which is a necessary part of addressing inequalities in access to medicines in Canada.

Furthermore, the PMPRB's targets recognize the value of collaborative action and the support that our work can provide to other federal government departments and agencies in their efforts to achieve their sustainable development goals, particularly other small agencies with similar approaches to procurement and waste management. These relationships will not only help us to reach our own long-term goals, but will also allow us to contribute to the future-oriented planning and policy development of the Health Portfolio as a whole, ensuring that we build more resilient practices and policies for the generations to come.

Please find more information on the FSDS public consultation and its results in the [FSDS Consultation Report](#).

SECTION 4

The PMPRB's Commitments





GOAL 10: ADVANCE RECONCILIATION WITH INDIGENOUS PEOPLES AND TAKE ACTION ON INEQUALITY

FSDS Context:

The PMPRB's patented medicines program is mandated to protect against excessive pricing of pharmaceuticals. Although this mandate does not allow for price reviews to target priority equity groups, non-excessive prices for patented medicines will most benefit those directly affected by wealth inequality. Likewise, savings from any resultant price reductions can enable reinvestments in the health system.

However, as these are indirect effects of the PMPRB's mandate and subject to a quasi-judicial regulatory regime, targets and performance indicators in support of Goal 10 are largely encompassed by Internal Services. This includes departmental actions related to the implementation of the *United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) Act* and fostering diversity, inclusion, and accessibility within the PMPRB.

Target theme: Advancing reconciliation with First Nations, Inuit, and the Métis communities

Target: Between 2023 and 2026, and every year on an ongoing basis, develop and table annual progress reports on implementing the *United Nations Declaration on the Rights of Indigenous Peoples Act* (Minister of Justice and Attorney General of Canada)

| IMPLEMENTATION STRATEGY | DEPARTMENTAL ACTION | PERFORMANCE INDICATOR STARTING POINT TARGET | HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS |
|---|---|---|--|
| Implement the <i>United Nations Declaration on the Rights of Indigenous Peoples Act</i> | <p>Provide Indigenous cultural competency training and/or training on the <i>United Nations Declaration on the Rights of Indigenous Peoples</i>.</p> <p>Program: Internal Services</p> | <p>Performance indicator: Percentage of PMPRB employees that have completed Indigenous cultural competency training</p> <p>Starting point: 0% in 2022-23</p> <p>Target: 85% by 2026-27</p> | <p>Ensuring that PMPRB employees have Indigenous cultural competency training will allow for a more integrated implementation of the <i>United Nations Declaration on the Rights of Indigenous Peoples</i> by developing awareness and engagement of staff with the rights and experiences of First Nations, Métis, and Inuit across Canada.</p> <p>Further goals may be developed as the implementation plan for the UN Declaration becomes available to departments.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Canadians live free of discrimination and inequalities are reduced <i>CIF Indicator:</i> N/A <i>GIF Target:</i> 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p> |
| Support economic development and entrepreneurship in Indigenous communities | Meet the goals of the federal government's <i>Procurement Strategy for Indigenous Businesses</i> , which aims at 5.0% of all | <p>Performance indicator: Percentage of annual contracted spending that is awarded to Indigenous suppliers</p> | Supporting economic development and entrepreneurship in Indigenous communities is listed in the FSDS as an |

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|-------------------------|--|--|--|
| | <p>federal contracted spending to be awarded to Indigenous suppliers.</p> <p>Program: Internal Services</p> | <p>Starting point: 4.3% in 2024-25 (forecast)</p> <p>Target: 5.0% in 2026-27ⁱ</p> | <p>implementation strategy supporting Goal 10.</p> <p>Meeting the goals of the federal government's Procurement Strategy for Indigenous Businesses allows the PMPRB to diversify its contracted work, supports entrepreneurship in First Nations, Métis, and Inuit communities, and contributes to more equitable growth among Indigenous businesses.</p> <p>The PMPRB has identified opportunities for new and continued engagement with Indigenous suppliers among procurement contracts for information technology equipment and graphic design.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Canadians live free of discrimination and inequalities are reduced <i>CIF Indicator:</i> N/A <i>GIF Target:</i> 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</p> |

Target theme: Take action on inequality

Target: Each year, the federal public service meets or surpasses the workforce availability for women, Indigenous persons, persons with a disability, and members of a visible minority (President of the Treasury Board)

| IMPLEMENTATION STRATEGY | DEPARTMENTAL ACTION | PERFORMANCE INDICATOR STARTING POINT TARGET | HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS) |
|--|---|--|---|
| Foster diversity, inclusion, and accessibility in the federal public service | <p>Implement action items identified in the Chairperson's response to the Clerk of the Privy Council's Call to Action on Anti-Racism, Equity, and Inclusion.</p> <p>Program: Internal Services</p> | <p>Performance indicator: Average percentage of positive results for PMPRB responses to questions related to discrimination in the Public Service Employee Survey (PSES)</p> <p>Starting point: 80% in 2020 PSES</p> <p>Target: 85% by 2026 PSESⁱⁱ</p> | <p>The PMPRB's response to the Clerk of the Privy Council's Call to Action on Anti-Racism, Equity, and Inclusion has identified areas for improvement in hiring and retaining equity-deserving employees, as well as for fostering a culture that is inclusive, anti-racist, accessible, and conducive to the success of all its employees.</p> <p>Completing these identified action items will help the federal government reach its FSDS target of meeting or surpassing workforce availability in representation of historically underrepresented groups. A fulsome response should increase the positive results related to questions of discrimination in the PSES.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Canadians live free of discrimination and inequalities are reduced <i>CIF Indicator:</i> N/A</p> |

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|--|--|---|--|
| | | | <i>GIF Target:</i> 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status |
| Support accessibility and employment opportunities for persons with disabilities | Implement action items from the PMPRB Accessibility Plan. Program: Internal Services | Performance indicator: Percentage of action items from the PMPRB's 2022 Accessibility Plan implemented or integrated into operations Starting point: 0% as of December 2022 Target: 100% by December 2027 | <p>The PMPRB's Accessibility Plan was developed in consultation with employees with disabilities to identify areas for improvement within the organization, including staffing and retention. Implementing these action items will create a more accessible work environment and will help to remove barriers in the employment process.</p> <p>Integrating accessibility into the workplace and operational policies and procedures are foundational pieces in the project of building an equitable federal public service that is inclusive to all Canadians and meets workforce availability goals.</p> <p>The PMPRB has also recently added new accessibility requirements to procurement and contracting processes.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Canadians live free of discrimination and inequalities are reduced</p> |

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|-------------------------|---------------------|---|--|
| | | | <i>CIF Indicator:</i> N/A <i>GIF Target:</i> 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status |

i The target date has been updated from 2023-24 to 2026-27 to ensure that 5.0% target is met and sustained for future fiscal years. The baseline was also adjusted to 2024-25 to reflect most recent forecast.

ii This target has been revised from 2025 PSES to 2026 PSES as the Public Service Employee Survey (PSES) is conducted every two years. Results of the 2026 survey are expected in summer 2027.



GOAL 12: REDUCE WASTE AND TRANSITION TO ZERO-EMISSION VEHICLES

FSDS Context:

As a micro-agency with fewer than 100 employees, the PMPRB procures fewer goods and services than larger departments in the federal government and relies on the criteria and standards set out by Public Services and Procurement Canada and Shared Services Canada in making purchasing decisions. The PMPRB also owns no fleet and no real property holdings. As such, the implementation of this goal is targeted on a few key measures of waste disposal and procurement practices that fall within the PMPRB's limited purview to ensure that day-to-day consumption at the PMPRB is part of a responsible and sustainable cycle.

Target theme: Federal Leadership on Responsible Consumption

Target: The Government of Canada's procurement of goods and services will be net-zero emissions by 2050, to aid the transition to a net-zero, circular economy (All Ministers)

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|---------------------------------------|--|--|--|
| Strengthen green procurement criteria | <p>Ensure that goods and services are procured in compliance with government-wide green procurement criteria.</p> <p>Program: Internal Services</p> | <p>Performance indicator: Percentage of procurement contracts that are subject to PSPC green procurement instruments</p> <p>Starting point: 76% in 2022-23</p> <p>Target: 100% in 2026-27</p> | <p>As the PMPRB does not apply its own environment assessment to procurement actions, identifying the actions subject to existing PSPC green procurement instruments will allow the PMPRB to target more sustainable supply agreements.</p> <p>For contracts that are not subject to PSPC green procurement instruments, care is taken to ensure that the goods and services are procured as sustainably as possible.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Canadians consume in a sustainable manner <i>CIF Indicator:</i> N/A <i>GIF Target:</i> 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p> |

| IMPLEMENTATION STRATEGY | DEPARTMENTAL ACTION | PERFORMANCE INDICATOR STARTING POINT TARGET | HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS |
|-------------------------|---|--|---|
| | <p>Provide green procurement guidance, tools, and training for public service employees who are responsible for procurement.</p> <p>Program: Internal Services</p> | <p>Performance indicator: Percentage of procurement officers with the necessary training to support green procurement</p> <p>Starting point: 100% in 2022-23</p> <p>Target: 100% in 2026-27</p> | <p>Awareness, guidance, and training on sustainable operational practices are an essential part of ensuring that the best environmental procurement policies and criteria are implemented consciously and effectively.</p> <p>The PMPRB has made this training mandatory for all staff who are responsible for procurement actions to ensure these practices are implemented consistently across the organizations, and that the PMPRB meets procurement responsibilities for federal organizations.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Canadians consume in a sustainable manner <i>CIF Indicator:</i> N/A <i>GIF Target:</i> 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities; 12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature</p> |

| IMPLEMENTATION STRATEGY | DEPARTMENTAL ACTION | PERFORMANCE INDICATOR STARTING POINT TARGET | HOW THE DEPARTMENTAL ACTION CONTRIBUTES TO THE FSDS GOAL AND TARGET AND, WHERE APPLICABLE, TO CANADA'S 2030 AGENDA NATIONAL STRATEGY AND SDGS |
|-------------------------|---|--|--|
| Other | <p>Reduce the annual non-hazardous operational waste that goes to landfill by selling usable equipment and properly disposing of e-waste that can no longer be used.</p> <p>Program: Internal Services</p> | <p>Performance indicator: Percentage of e-waste disposed of in an environmentally sound and secure manner</p> <p>Starting point: 100% in 2023-24ⁱⁱⁱ</p> <p>Target: 100% in 2026-27</p> | <p>Responsible consumption and a circular economy rely on conscious decision-making when it comes to disposing of operational waste.</p> <p>The sustainable management of the small amount of e-waste produced in PMPRB operations can contribute to a government-wide reduction in the amount of high-impact waste that goes directly to landfill.</p> <p>Target date is set to 2026-27 to ensure that the 100% result is maintained for future years.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Canadians consume in a sustainable manner <i>CIF Indicator:</i> Total waste diversion per capita <i>GIF Target:</i> 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p> |

ⁱⁱⁱ The starting point has been updated to provide a baseline value, using the most recent result from 2023-24.



GOAL 13: TAKE ACTION ON CLIMATE CHANGE AND ITS IMPACTS

FSDS Context:

Health impacts and inequalities resulting from the effects of climate change will require flexibility in health system spending for payers in coming years. The PMPRB's patented medicines program is an essential part of the efforts to develop and maintain a sustainable healthcare system that will allow payers to be responsive to the needs of Canadians. The Pharmaceutical Trends program contributes to this project by furnishing analytic reports that support informed policy development for initiatives such as the development of a national Pharmacare program, the establishment of a Canadian Drug Agency, and the development of a rare disease strategy.

However, as these are indirect effects of the PMPRB's mandate and subject to a quasi-judicial regulatory regime, targets and performance indicators in support of Goal 13 are largely encompassed by Internal Services. These include supporting the Greening Government Strategy and collaborating on emergency management and disaster risk reduction.

Target theme: Federal Leadership on Greenhouse Gas Emissions Reductions and Climate Resilience

Target: The Government of Canada will transition to net-zero carbon operations for facilities and conventional fleets by 2050 (All Ministers)

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|--|--|--|---|
| <p>Implement the Greening Government Strategy through measures that reduce greenhouse gas emissions, improve climate resilience, and green the government's overall operations</p> | <p>Ensure all relevant employees are trained on assessing climate change impacts, undertaking climate change risk assessments, and developing adaptation actions.</p> <p>Program: Internal Services</p> | <p>Performance indicator: Percentage of relevant employees trained on assessing climate change impacts, undertaking climate change risk assessments, and developing adaptation actions</p> <p>Starting point: 0% in 2022-23</p> <p>Target: 85% in 2025-26</p> | <p>Employees at the PMPRB who receive training will be able to identify risks to critical program delivery and develop responses to increase the resilience of operations to impacts of climate change.</p> <p>Relevant employees will be identified based on their role and responsibilities within the organization.</p> <p>Relevant targets or ambitions: <i>CIF Ambition/Target:</i> Canadians are well-equipped and resilient to face the effects of Climate change <i>CIF Indicator:</i> N/A <i>GIF Target:</i> 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p> |

SECTION 5

Integrating Sustainable Development

Due to its small size, the PMPRB does not conduct Strategic Environmental Assessment (SEA) processes. However, sustainable development will be considered in any and all relevant organizational and program-level decision-making to support the interdepartmental integration of the FSDS goals and targets.

To ensure that sustainable development is a factor included into all program execution and service development, the DSDS implementation strategies, departmental actions, and performance indicators will be integrated into the PMPRB's Operational Plan cycle. This will ensure that sustainability is part of every planning cycle discussion and promote accountability and results at all levels of internal governance and management.

