



PUBLIC INTEREST COMMISSIONER

A message for employees in the public service

October 2017

Dear public service colleague:

A just workplace culture is fundamental to the success of an organization. We all want to be seen as loyal to our employer and contribute to a transparent and accountable environment. However, it can be stressful and disruptive when wrongdoing occurs in the workplace. It is important employees are able to report wrongdoing knowing their employer will support them and take corrective action when necessary.

No organization is immune to wrongdoing within its ranks. However, the manner in which organizations respond to a report of wrongdoing is essential to having a just culture. Our office and Agriculture Financial Services Corporation share a common goal in promoting a culture whereby employees and management work collaboratively to detect and remedy wrongdoing, and whistleblowers are protected and appreciated for helping their organization.

The *Public Interest Disclosure (Whistleblower Protection) Act* (the Act) creates a confidential mechanism for employees to report wrongdoing in the workplace. This includes:

- contraventions of an Act or Regulation;
- acts or omissions that create a substantial and specific danger to the life, health or safety of individuals or the environment;
- Gross mismanagement of public funds, public assets, or the delivery of a public service; and
- Gross mismanagement of employees of a systemic nature that indicates a problem in the culture of the organization relating to bullying, harassment or intimidation.

Moreover, the Act includes legislative protections for employees who come forward. The Act makes it illegal to reprise against an employee who has reported wrongdoing to our office or internally to their designated officer. Recent amendments to the Act include provisions for financial remedies to whistleblowers who are found to have suffered a reprisal.

If you would like more information or advice, we would welcome your call at 1-855-641-8659 or email to info@pic.alberta.ca. Information is also available on our website at yourvoiceprotected.ca.



**PUBLIC INTEREST
COMMISSIONER**

I also encourage you to review your organization's internal whistleblower protection policy and speak with your internal designated officer if you have concerns about wrongdoing in your organization.

Your voice is protected.

Sincerely,

Marianne Ryan
Alberta Public Interest Commissioner