

Ethics in the BC Public Service

ANNUAL REPORT 2023



Where ideas work

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Executive Message

As head of the BC Public Service (BCPS), I am inspired by the openness, integrity, innovation, courage, and curiosity shown by employees across the province. Continuing to deliver services through challenges, such as a pandemic, raising inflation, natural disasters, and rapid social change is not easy. Tackling these challenges, while adapting our work to be more responsive, flexible, inclusive, forward thinking, innovative, and ethical is even harder. I am committed to making the public service better, improving our workplace culture and increasing the trust of citizens. I'm also humbled by the many public servants who choose the BC Public Service for their careers. You and your choices have a big impact.

Public trust and confidence in government is based on transparency and accountability regarding public spending, policy, service delivery and law enforcement. Without an ethical framework and our daily choices and behaviour to uphold it, we wouldn't be able to do the work we do and serve the needs of over five million British Columbians.

I am proud to introduce the third annual report exploring ethics in the BCPS. It outlines our corporate ethics program and uses metrics to highlight improvements and innovation over the last year. In

reading it, I hope you see that dedication and efforts to champion change and help to sustain an ethical and socially responsible public service. Our daily choices and behaviours have contributed to making the BCPS a top employer for the past 14 years and help ensure we are able to create a culture that can serve the needs of British Columbians in a rapidly changing world.

I am encouraged by the data presented in this report and by the examples I see from across the public service everyday. I am keen to build upon our strong ethics foundation and to continue building and supporting an organizational culture where employees feel safe to speak up, ask questions, seek clarity and raise concerns. I appreciate the on-going commitment and contributions by all employees towards developing an ethical culture in the BCPS. You truly demonstrate how we all have a role to play in supporting an ethical culture.

Shannon Salter
Deputy Minister to the Premier,
Cabinet Secretary and Head of the Public Service



Ethics in the BC Public Service

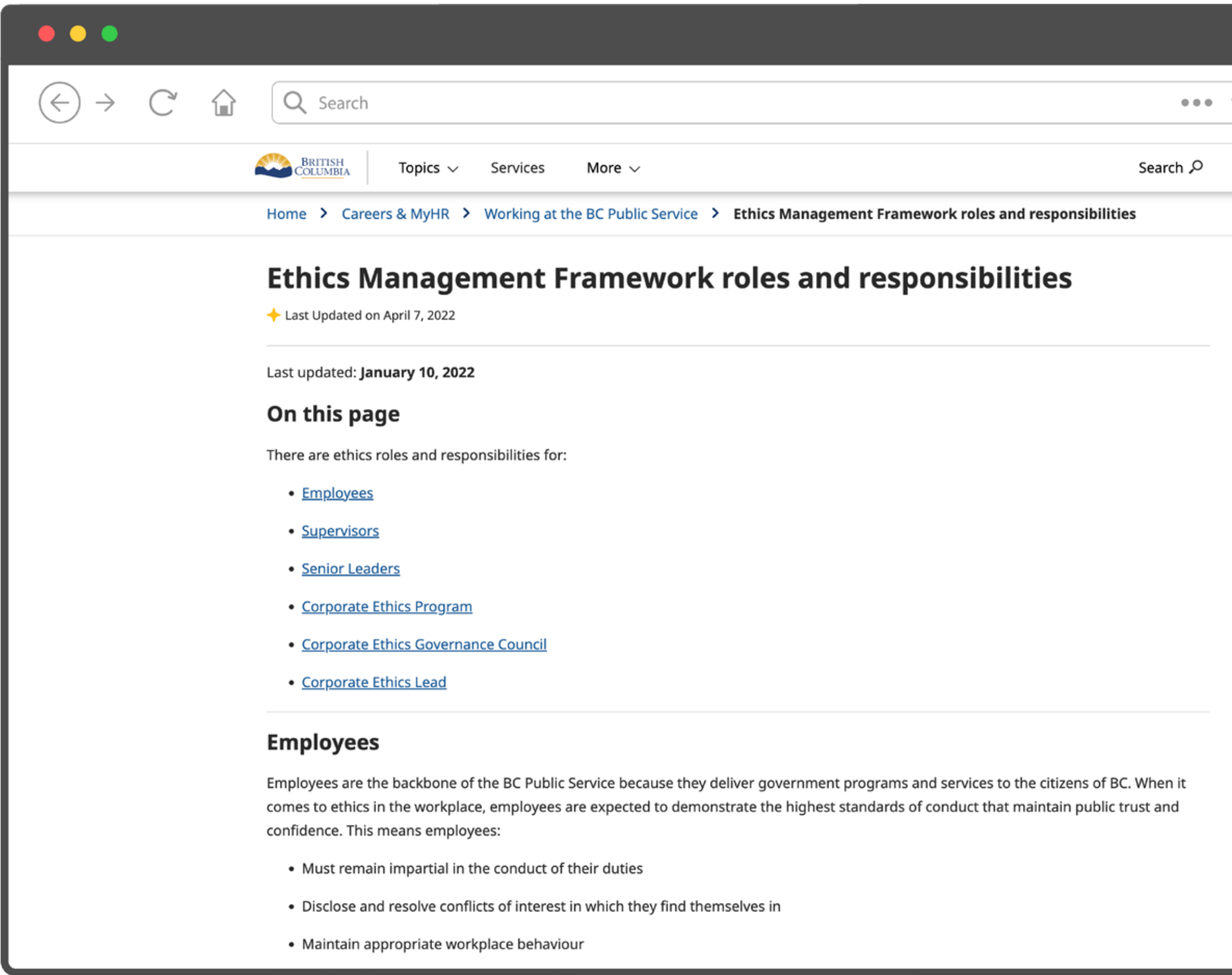
Ethics and integrity have always been important to the BCPS, and they remain even more important today. They feature prominently in the 2020 Corporate Plan, and we continue to promote and share their importance in communications, outreach and training activities across the BCPS. But how do we define them in the BC Public Service?



Ethics at Work

Ethics is often defined as the moral principles that guide a person’s behaviour or activity. Conversations of ethics raise topics such as equity, fairness, justice and values. These are subjective terms that can mean something different to each person. But in the BCPS context, we have guidance through the Corporate Values, Oath of Employment, and the Standards of Conduct to help define the ethics of the workplace.

Employees begin their journey with the BCPS by affirming or swearing the Oath of Employment and confirming that they have read the Standards of Conduct, setting the foundation for their ethical conduct in the BCPS by establishing they understand the expectations that guide our day-to-day work and interactions with each other and with citizens.



Integrity and Corporate Values at Work

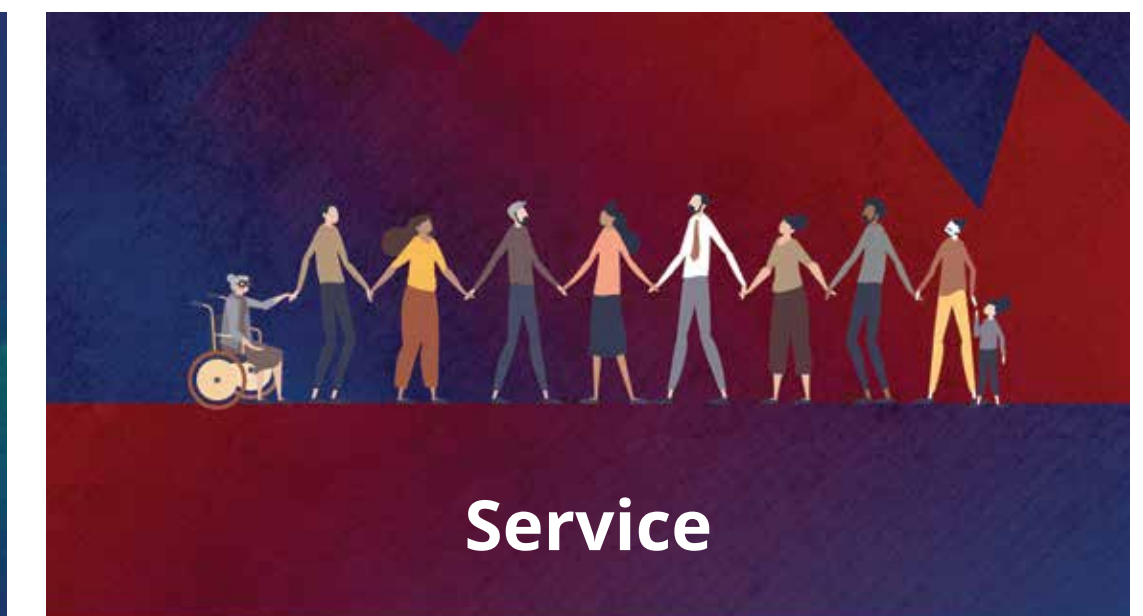
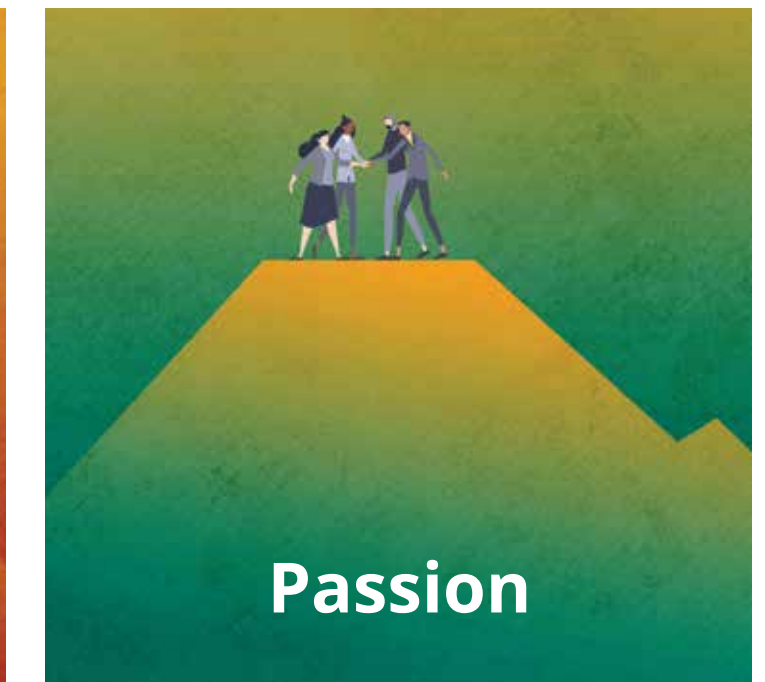
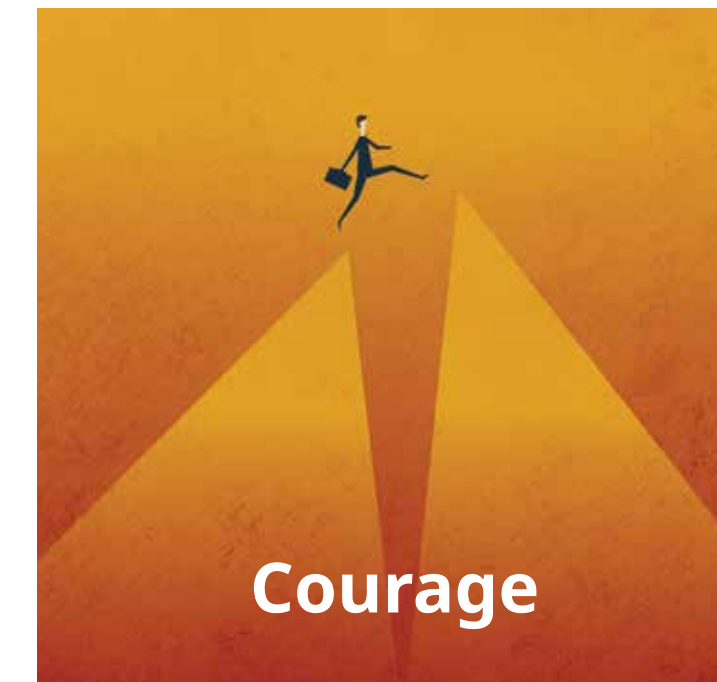
In addition to the Oath of Employment and the Standards of Conduct, the BCPS has one overarching corporate value, **Integrity**, and six core corporate values: **Curiosity, Service, Passion, Teamwork, Accountability and Courage**.

These principles describe the qualities we value in our colleagues and our organization. They were chosen after consultation and discussion with employees across government.

Integrity is above all the other values as a quality that affirms the Standards of Conduct for the BCPS.

Integrity, curiosity, service, passion, teamwork, accountability and courage shape our culture and help to:

- Foster practices that build a positive work culture
- Establish a single-employer identity
- Define shared expectations
- Maintain consistency of management practices
- Improve organizational performance



Ethical Leadership

The BCPS has established clear roles and responsibilities for providing ethical leadership across the organization.



Governance
Structure

Corporate Ethics
Governance
Council

Corporate Ethics
Lead Role and
Function

Governance Structure

In February 2018, the Deputy Ministers Council (DMC) assigned the role of corporate ethics lead to the Deputy Minister of the BC Public Service Agency (BCPSA). It was also decided that overall leadership and direction for ethics would be led in partnership with two other central agency deputy ministers (Finance and Citizens’ Services) to reflect the BCPS integrated ethics management framework.

Corporate Ethics Governance Council

The deputy ministers representing three central agencies comprise the Corporate Ethics Governance Council. The Council has an overarching mandate for ethics and compliance management in the BCPS. It is responsible for the coordination, management and oversight of the integrated ethics framework to ensure government is meeting its core human resources policy objective that “all public service employees will exhibit the highest standards of conduct.”

Corporate Ethics Lead Role and Function

The Deputy Minister of the BCPSA is the Corporate Ethics Lead in the BCPS. The lead is a member of the Corporate Ethics Governance Council and is responsible for the duties and functions described in the above section. However, the lead also has additional, unique responsibilities and functions as the corporate ethics program team reports through the BCPSA.

The corporate ethics program team is responsible for the ethics management framework in operations, supporting the Corporate Ethics Governance Council and ministry ethics advisors, developing and delivering outreach and communications, and monitoring and reporting.

Ethics Management Framework

Within the BC Public Service, our approach to ethics management is integrated and shared across multiple lines of business and ultimately upheld by each individual employee. Together we work to improve coordination and to better monitor, evaluate and report the results of our efforts to support ethical behaviour. The framework represents an integrated approach, highlighting the roles and ethics-related responsibilities which come together to contribute and demonstrate integrity and build a culture of ethics within our organization.

Under the ethics management framework central agencies like the Office of the Comptroller General, Treasury Board, Chief Risk Office, Corporate Information and Records Management, Office of the Chief Information Officer¹ and the BCPSA work together to provide co-ordinated ethics management to set expectations of ethical behaviour and actively communicate and reinforce that behaviour, including how to support employees in making informed decisions. At a minimum, all leaders in our organization require an awareness of this framework and, most importantly, who to ask for advice or refer employees to when questions arise.

¹ Hyperlink to access full information on these independent offices can be found here: <https://www2.gov.bc.ca/gov/content?id=45752FABF9554E2F92A47D91961ECAC7>

Figure 1: BC Public Service Ethics Management Framework



Building an Ethical Culture in the BCPS

Making ethical decisions in organizations has seldom been simple. It has become even more challenging as society becomes increasingly complex. With more people needing to collaborate more quickly, multiple competing interests and ever-changing priorities, it can be daunting to make the right ethical decision.

The following section describes the activities underway to promote awareness, knowledge and discussions of ethics and compliance in the BCPS, empowering employees to handle ethical dilemmas they encounter in everyday work.



Establishing the Foundation

The foundations of ethics in the BCPS are defined and outlined in the Oath of Employment and Standards of Conduct. Employees are expected to swear or affirm that they have reviewed and agree to abide by these terms and conditions when they begin their career in the BCPS.

Public Service Oath of Employment

The Oath obligates employees to act with integrity, putting the interests of the public service above their own personal interests and avoiding all conflicts of interest. The Oath also requires employees to safeguard confidential information, serve the government impartially, honestly and ethically, and to honour and faithfully abide by the Standards of Conduct for BC Public Service Employees.

Standards of Conduct for BCPS Employees

The Standards of Conduct establish expectations for all employees in the public service to support the core policy objective that “public service employees exhibit the highest standards of conduct.” The requirement to comply with the standards is a condition of employment and employees who fail to comply with the standards may be subject to disciplinary action up to and including dismissal.

Under the Standards of Conduct, the Deputy Minister of the BCPSA is responsible for coordinating the development of awareness, training and communication programs in support of the Standards of Conduct and ethics related issues, and for providing advice to senior executives and others, including ethics advisors, regarding the application of the standards. The standards also establish the key responsibilities of the deputy ministers, ethics advisors, managers and employees in relation to ensuring conduct and expectations are observed and upheld.²

New “Welcome to the BC Public Service” and Oath of Employment ceremonies have been offered regularly in a virtual environment since 2020. The virtual environment has allowed employees from across BC to participate in ceremonies, and the technology has improved the accessibility and consistency for all participants.

² There are some segments of the BCPS where employees have a unique Standards of Conduct (for example, BC Sherriff Service, BC Corrections, Liquor Distribution Branch) based on extraordinary duties and responsibilities related to their organizations. In these instances, these bodies have embedded the Standards of Conduct for BCPS Employees in their organization-specific codes of conduct and undertake activities to bring awareness of employment expectations and also complete their own annual review process.

Between April 1, 2022, and March 31, 2023, 3,284 new employees have participated in Oath of Employment ceremonies.

Annual Review of the Oath of Employment and Standards of Conduct

Each year, BCPS employees are expected to complete the Annual Review of the Oath of Employment and Standards of Conduct. This is to ensure that employees are familiar with any changes made to these core policies and foster understanding of the expectations and responsibilities of all employees to create a respectful workplace and ethical culture. In 2021, the Annual Review was amended to include the Appropriate Use Policy. The Appropriate Use Policy is a core document that must be reviewed and acknowledged when employees start their career in the BCPS. With an increasing emphasis and use of technology in everyday work, it is important that employees review this policy along with the other core policies each year. The compliance rates of the annual review for the first three years of the program are provided below. Work continues to develop awareness of the annual review and improve reporting capabilities for ministries.

Annual Review Compliance Rates



Communications, Outreach and Training

Beyond the annual review activity, the BCPS has emphasized communications, outreach and training as a way to build an ethical culture across the organization. There is a commitment in the 2020 Corporate Plan to develop new ethics-related resources for BCPS employees. By putting time and energy into establishing familiarity with ethics and encouraging employees to speak up when they have concerns, the goal is to prevent misconduct and wrongdoing from occurring.

Ethics Communications and Resources

To ensure that there are constant and consistent communications about ethics across the BCPS, there is an overarching communications strategy with communications plans in place for distinct events, such as the annual review, and new enhancements or changes. The corporate ethics program continued to focus on conflict of interest in 2022, particularly since the number of queries received by ethics advisors and through the AskMyHR portal continues to increase year over year. The new Conflict of Interest Course available via the Learning Centre was created to better support employees to understand what a conflict of interest is, and how best to approach disclosing and mitigating whether real, perceived or potential.

Figure 2: Number of Visits to Ethics and Standards of Conduct on MyHR Website in 2021 to 2023

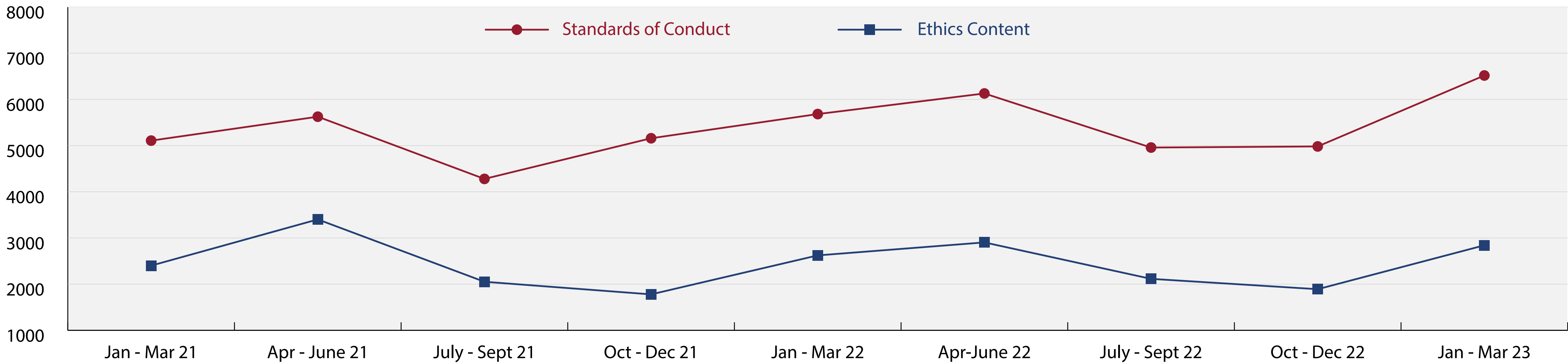
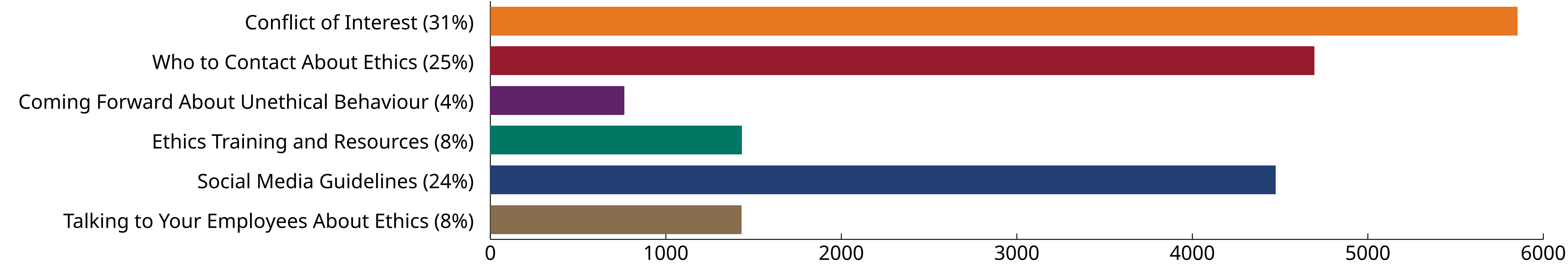


Figure 3: Breakdown of Visits for Ethics Content on MyHR Website in FY 2022 / 2023



Ethics Outreach

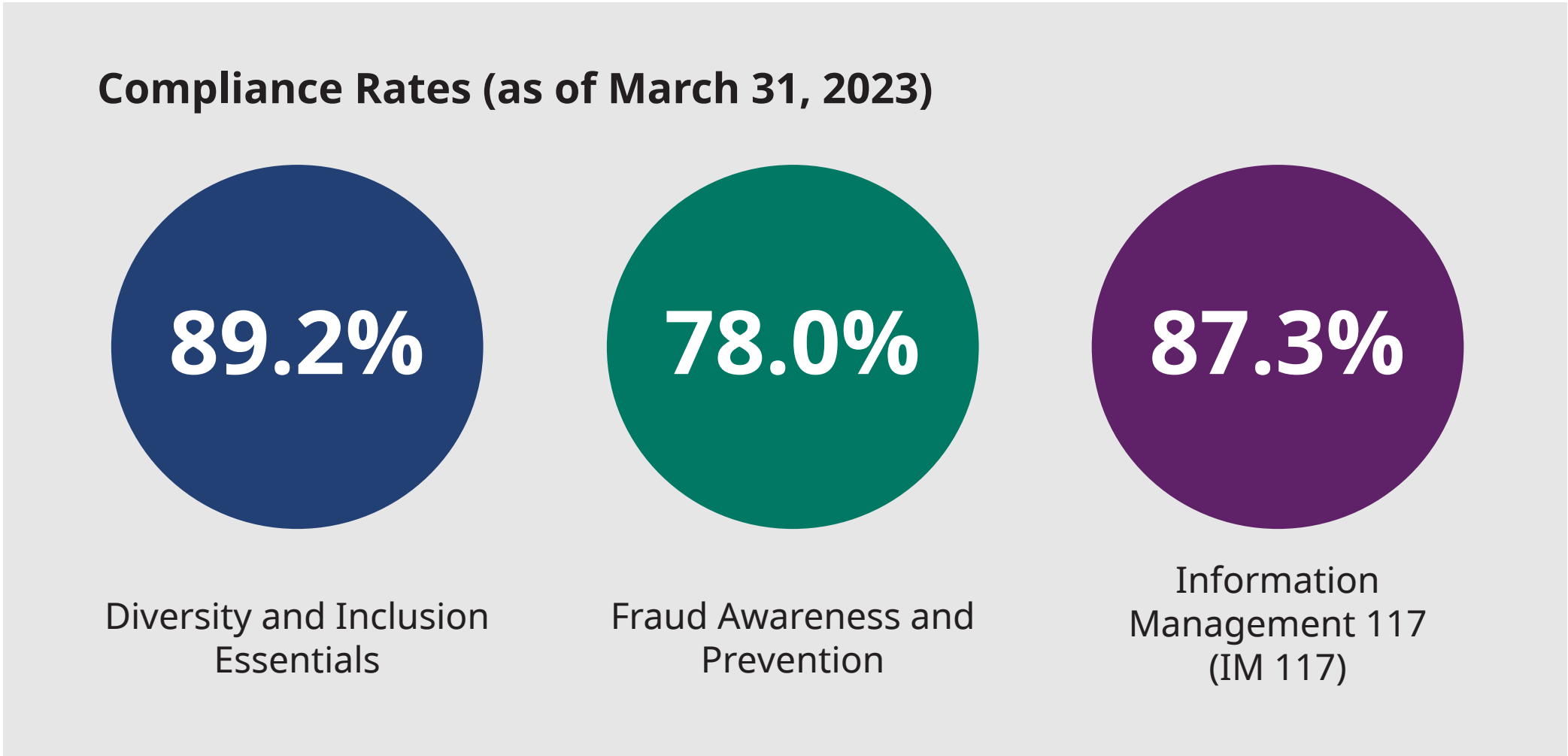
In addition to the communications and corporate training available to BCPS employees, there are also outreach sessions held each year delivered by ministry ethics advisors and the BCPSA's corporate ethics team. Outreach can take many forms, from email correspondence to workshops (virtual and in-person) and focus on any number of topics, including ethics in the BCPS, the Standards of Conduct, Public Interest Disclosure Act (PIDA), conflict of interest, social media guidelines and respectful workplaces. Hundreds of sessions have been held since 2018 and are available upon request by contacting a ministry ethics advisor or the corporate ethics program (ethics@gov.bc.ca). In the reporting period for this report, the corporate ethics team held 24 sessions, 2200+ employees spanning all lines of business and roles in the BCPS.

Ethics Training

In addition to the Annual Review of the Oath of Employment and Standards of Conduct, the corporate ethics team designs and delivers a variety of ethics training. These training opportunities are available to all employees through the learning catalogue and help increase awareness and knowledge of ethics in the BCPS. In addition, the corporate ethics team delivers orientation for corporate executive, and offers opportunities to engage and support senior leaders and corporate executives in building their confidence and understanding their unique role in ethical leadership and culture building. This past year, six sessions were held, with 130+ participants in attendance. The intention is to offer these focused courses on a regular basis to strengthen ethical leadership contribute to the ethical culture of the BCPS.

Compliance Courses

In addition to the annual review, BCPS employees are now expected to complete three courses that further describe the expectations in the workplace. One course, Diversity and Inclusion Essentials, builds on the expectations set out in the Standards of Conduct and the responsibility BCPS employees share in fostering a diverse and inclusive workplace. Information Management 117 outlines our shared accountabilities and conduct when using information and technology at work. The course was recently revised in keeping with the standard to update the course content every two years. As with the annual review, work continues to develop awareness of the compliance courses and improve reporting capabilities for ministries.



Completion rates for the annual review improved this year as a result of flexible work and our focus on contributing to ethical workplace culture. Most significantly, ethics compliance courses are now required as part of employees establishing approved telework agreements. This type of integrated approach to corporate enhancements ensures we are doing our part to encourage ethical behaviours.

Ethics Partners Beyond PSA

The Core Policy & Procedures Manual (CPPM), Chapter 12 on Information Management and IT Management was updated in May 2022. First released in 2006, updates ensure alignment with government’s Digital Framework³ and sets forth a policy framework for the best use of information and technology resources in government.

Also of note, cooperative work is underway through the Ministries of Finance and Attorney General to develop an updated form of contribution agreement template. The new template will include language that incorporates some best practices in areas such as avoidance of conflict of interest and where appropriate, requiring recipients to carry out obligations in a manner consistent with best practices for ESG principles (environmental, social and governance). This is intended to help build accountable and responsible governance and fiscal management in government’s third-party contribution arrangements.

³ <https://digital.gov.bc.ca/policies-standards/>

Ethics Risk Assessment

In the 2017 audit into ethics management in the BCPS, the Office of the BC Auditor General recommended that ministries should undertake an assessment of ethics risk. This is consistent with the BC Public Service Core Policy and Procedures Manual (CPPM) Chapter 14 (Risk Management) which notes that ministries are responsible for risk identification, prioritization and mitigation, implementation performance, and risk management maturity. Ministries must also compile and maintain ministry-level risk registers. This includes identifying and addressing ethics risks where applicable.

Consultation and work were undertaken to define ethics risk in the BCPS. The following definition was developed and embedded in ministry risk registers in December 2021:

In the BC Public Service, ethics risk is the potential for harm resulting from behaviour or conduct that contravenes the Oath of Employment or Standards of Conduct. The harms may be real, perceived or potential in nature and may affect the reputation or operations of the ministry and BC Public Service in a negative way.

The purpose of identifying ethics risk in the ministry risk registers is to not only highlight the importance of ethics in the BCPS, but it is also to have ministries discuss, identify and mitigate ethical risks that may arise in their unique work environment (e.g., corrections, compliance inspection, permitting, etc.). Work will be undertaken by the corporate ethics team to ensure enhancements are made to onboarding, communication and training to respond to new and emergent risks in the BCPS.

Ethics Advisory Service

The BCPS uses multiple channels to communicate the expectations for conduct in the workplace and preventing misconduct from occurring. However, it is important for employees to have an alternative place to turn if they have questions or concerns about ethics issues.

Every ministry has an appointed ethics advisor. Ethics advisors act as points of contact for ethics-related queries, assist with ministry-specific follow-ups for ethics-related matters where necessary and participate in outreach activities in their ministries. Upon appointment, ethics advisors attend an orientation session within 30 days, and have access to ongoing support and regular training to ensure they can fulfill the responsibilities of the role.

The role of the ethics advisor is assigned to a deputy minister, associate deputy minister, assistant deputy minister or executive lead position, reflecting their important role in communicating expectations, setting the tone for behaviour and shaping the

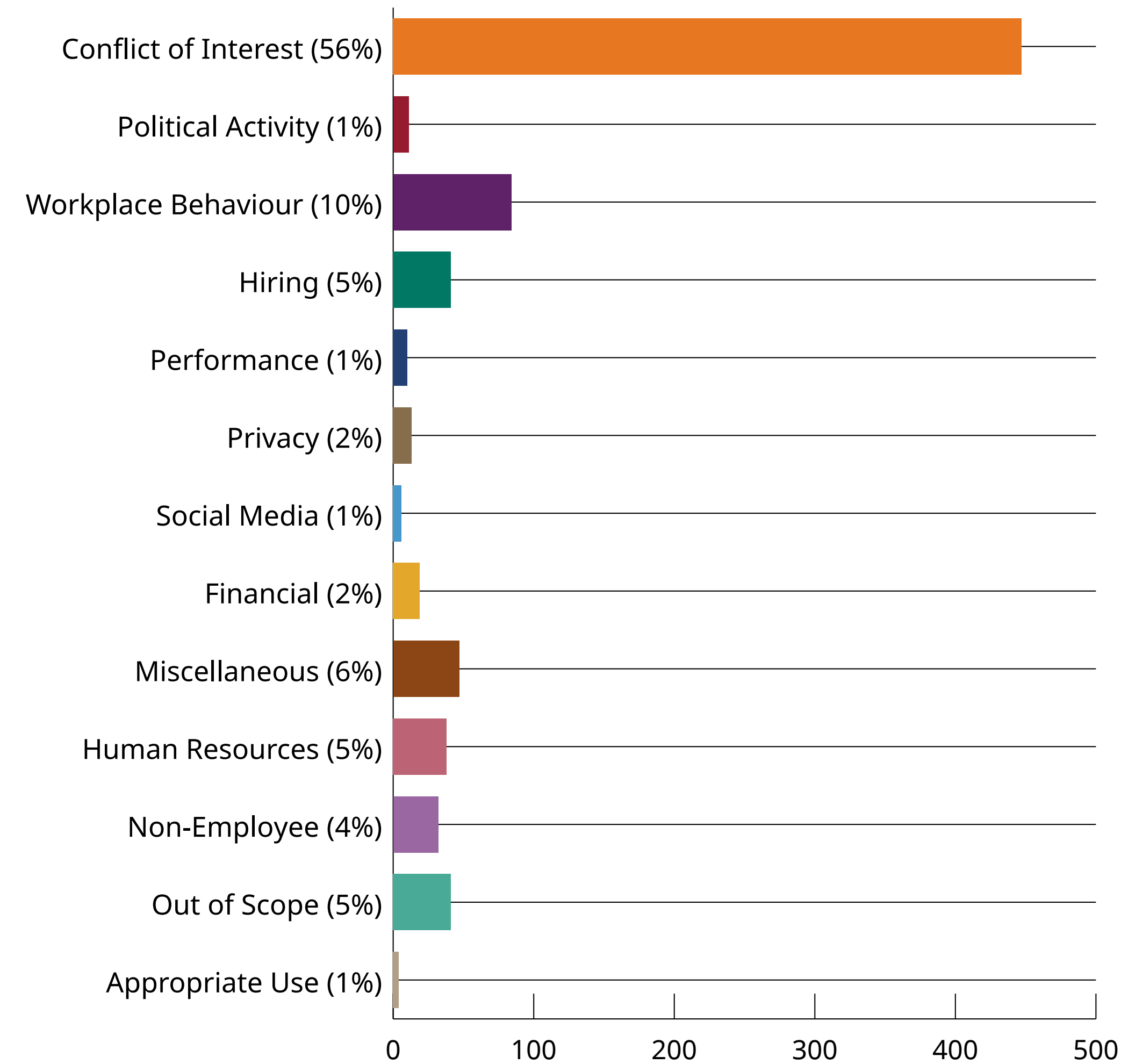
organizational culture. They are also decision-makers who can act on most issues brought to their attention. Ethics advisors provide advice only to employees appointed under the Public Service Act.

Any BCPS employee is encouraged to contact their ministry ethics advisor if they have a concern or question related to the Standards of Conduct that they cannot take to their immediate supervisor, or if they wish to seek expert, impartial advice. Employees do not require permission from their supervisor or chain of command to contact the ethics advisor. Each advisor has a unique email address that only they can access, to ensure inquiries are kept confidential. If you reach out, the ethics advisor will contact you to follow up on your request and will work with you to connect you with the appropriate resources or help resolve your issue or question.

Inquiries and Trends

Since their introduction in 2018, the ethics advisors have received hundreds of inquiries from BCPS employees each year. On average, the ethics advisory service (all ethics advisors and the corporate ethics advisor at the BCPSA) receive 210 inquiries annually. Based on the data, the inquiries received through the ethics advisory service falls into several categories identified in Figure 4.

Figure 4: Ethics Inquiries (2019 to 2023) by Category



As noted in Figure 4, inquiries about real, perceived and potential conflicts of interest continue to be the most common request.⁴ These include general inquiries about disclosing a conflict of interest and where to find the guidelines and disclosure form, as well as advice on specific situations.

Other categories of inquiries include workplace behaviour (concerns about conduct in the workplace), human resources (questions about human resource policies) and hiring (questions about hiring policies and practices). The miscellaneous requests include general questions about ethics, research inquiries and notes about the Annual Review of the Oath of Employment and Standards of Conduct. Inquiries are also received from non-employees, or individuals who work outside of the BCPS.

There is dedicated support for the ethics advisory service and a commitment in the 2020 Corporate Plan to continue to build and enhance resources and support for ethics advisors in the future. Since the release of last year’s ethics report, several resources have been put in place to support ethics advisors. Resources and information like the new conflict of interest course for employees has also been including in the Learning Centre. A bi-annual ethics newsletter showcases some of the outstanding work ethics advisors have undertaken as part of their duties. Ministry ethics snapshots were established in 2021, continue to be shared with ethics advisors to help focus their outreach efforts.

⁴ This tracker reflects types of inquiries received across all ministries through ethics advisors and the corporate ethics advisor service. Numbers provided by the Office of the Premier do not include reports made to the designated officer for political staff. No advice/consultations reported for the period above.

Public Interest Disclosure Act

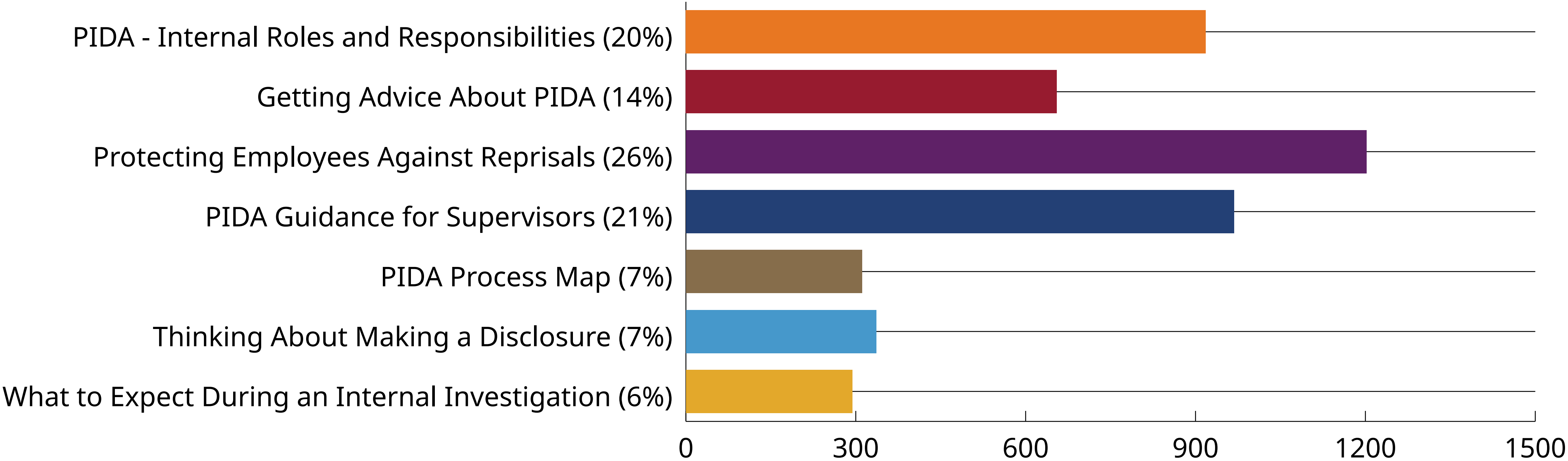
Speaking up when things aren't right demonstrates our public service values. Employees and supervisors have obligations under the Standards of Conduct to report and investigate concerns of wrongdoing and inappropriate conduct. The ethics advisory service was created to ensure employees have another avenue to ask questions or raise concerns if they cannot approach their supervisor or next level of excluded management. PIDA provides another option for employees of the BC Public Service to choose to report serious wrongdoing. The Act came into effect for employees in the BC Public Service on December 1, 2019.

Accessing Online Content

Extensive information and resources were created and made available online (see Appendix A for links) for all current and former employees. The web analytics reveals that the landing page for PIDA averages 241 views and 280 visits monthly.⁵ Consistent traffic to this page since the implementation of PIDA in 2019, indicates that employee awareness of the legislation and its protections are growing and employees continue to find value in the MyHR supports and content.

⁵ There are limitations of measuring website analytics. For example, these numbers may include multiple visits by the same user or include visits by non-public service employees. We have chosen to use the number of visits which indicate that the visitor stayed and clicked on content or links.

Figure 5: PIDA Awareness-Building Quarterly Access Data from MyHR website December 1, 2020 to March 31, 2023



The analytics for individual pages further reveal that employees are accessing this information to learn more, as evident in Figure 5 (above). Additionally, all current BCPS employees receive information on PIDA through the Annual Review of the Oath of Employment and Standards of Conduct and must answer a question about PIDA as part of the annual review to demonstrate basic understanding and awareness of the legislation.

Public Interest Disclosure Act Annual Reporting

Section 38 of PIDA articulates the annual reporting requirements related to public interest disclosures in the BC Public Service. This report does not contain any information that could lead to the identification of individuals who have made a disclosure or participated in a PIDA investigation. No personal information is disclosed as part of any public reports issued about PIDA.

Agency Designated Officer Responsibilities

Under PIDA, the BCPS introduced a centralized model for managing and investigating disclosures. This model ensures that there is a consistent process in place for employees to report serious wrongdoing. The investigations into disclosures of wrongdoing are led by the agency designated officer, a new role created with the implementation of PIDA. The Assistant Deputy Minister of Employee Relations at the BCPSA has been designated as the agency designated officer for the BCPS. The designated officer for political staff (as defined in the Standards of Conduct for Political Staff) is the Chief of Staff, Office of the Premier.⁶

The agency designated officer has received numerous inquiries since the implementation of PIDA on December 1, 2019. These inquiries have ranged from general requests for more information about PIDA and how it works to specific inquiries about how to make a disclosure. Further work will be undertaken in the upcoming year to increase awareness about PIDA and share information across the BCPS.

⁶ The designated officer for political staff received no disclosures from April 1, 2021 to March 31, 2022 and April 1, 2022 to March 31, 2023.

PIDA Disclosures

Table 1: Number of Disclosures Received April 1, 2022 to March 31, 2023

Ministry	Disclosures Received	Ministry	Disclosures Received
Advanced Education, Skills & Training	0	Indigenous Relations & Reconciliation	0
Agriculture, Food & Fisheries	0	Intergovernmental Affairs	0
Attorney General	2	Jobs, Economic Recovery & Innovation	0
Children & Family Development	0	Labour	0
Citizens Services	0	Mental Health & Addictions	0
Education	0	Municipal Affairs	0
Energy, Mines & Low Carbon Innovation	0	Office of the Premier	0
Environment & Climate Change Strategy	0	Public Safety & Solicitor General ⁷	0
Finance ⁸	2	Social Development & Poverty Reduction	0
Forests, Lands, Natural Resource Operations & Rural Development	0	Tourism, Arts, Culture & Sport	0
Health	0	Transportation & Infrastructure	1
		TOTAL	4

⁷ The data for the Ministry of Public Safety and Solicitor General includes disclosures from Emergency Management BC that reports through the Minister of Public Safety and Solicitor General

⁸ The data for the Ministry of Finance includes disclosures from the following organizations that report through the Minister of Finance: BC Public Service Agency, Crown Agencies Secretariat, Government Communications and Public Engagement, Liquor Distribution Branch and Public Sector Employees’ Council.

Disclosures from 2019 to 2020

For the period of December 1, 2019 to March 31, 2020, four disclosures were received by the agency designated officer. The following table (Table 3) depicts the status or outcome of these disclosures.

Table 2: Summary of Disclosures December 1, 2019 to March 31, 2020

Disclosures Received	Initial Assessment Completed	Investigations Initiated	Investigations Concluded
4	4	0	0

Disclosures from 2020 to 2021

For the period of April 1, 2020 to March 31, 2021, nine disclosures were received by the agency designated officer. The following table (Table 4) depicts the status or outcome of these disclosures.

Table 3: Summary of Disclosures April 1, 2020 to March 31, 2021

Disclosures Received	Initial Assessment Completed	Investigations Initiated	Investigations Concluded
9	9	2	2

Disclosures from 2021 to 2022

For the period of April 1, 2021 to March 31, 2022, three disclosures were received by the agency designated officer. Table 5 reveals the status of the disclosures made in that fiscal year.

Table 4: Summary of Disclosures April 1, 2021 to March 31, 2022

Disclosures Received	Initial Assessment Completed	Investigations Initiated	Investigations Concluded
3	3	1	0

Disclosures from 2022 to 2023

For the period of April 1, 2022 to March 31, 2023, four disclosures were received by the agency designated officer. Table 6 reveals the status of the disclosures made in the past fiscal year.

Table 5: Summary of Disclosures April 1, 2022 to March 31, 2023

Disclosures Received	Initial Assessment Completed	Investigations Initiated	Investigations Concluded
5	2	0	0

Achievements

Two themes identified previously through PIDA reporting were: recurring questions related to anonymity and what issues meet the test of serious wrongdoing as defined by PIDA. Updates to content available on MyHR were developed for employees in 2022 to strengthen employees understanding of protections related to anonymous disclosures and serious wrongdoing. To further address questions related to anonymity and what constitutes serious wrongdoing, resources will be made available to BCPS employees, and the corporate ethics team will continue to develop and offer communication, outreach, and training.

Emerging Themes and Future Activities

In the 2020/2021 PIDA reporting, there were two themes identified: recurring questions related to anonymity and what issues meet the test of serious wrongdoing as defined by PIDA. The same themes have been observed in 2021 / 2022. Further information and resources were developed for employees in 2022 to strengthen employees understanding of protections related to anonymous disclosures and serious wrongdoing. To further address questions related to anonymity and what constitutes serious wrongdoing, the corporate ethics team will continue to develop and offer communication, outreach, and training.

BC Ombudsperson PIDA Recommendations and Findings

Section 38 of PIDA, requires the BC Public Service to report annually on the disclosures and investigations, including any Ombudsperson led investigations under PIDA. This report must include a description of any wrongdoings that are found, recommendations made by the Ombudsperson, and any corrective actions taken to address the wrongdoing or recommendations.

From April 1, 2022 to March 31, 2023, the BC Ombudsperson notified the chief executive⁹ that they had initiated investigations into six disclosures of wrongdoing, and one reprisal complaint under PIDA. During this period, the BC Ombudsperson discontinued two on the basis that the disclosures were being or had already been appropriately investigated or appropriately dealt with.

Eight investigations of disclosures and one investigation of a reprisal complaint pertaining to BC government ministries were underway at the end of the 2022/2023 fiscal year and were carried over to the next reporting period (2023/2024 fiscal year).

⁹ The Ombudsperson notified the chief executives (Deputy Ministers) of ministries and not other public bodies.

Ethics in the BCPS: Next Steps

This report provides all BCPS employees with a snapshot of ethics in the workplace. The work is ongoing and continuously adapting to meet changing circumstances. The following outlines some of the key work to be undertaken in the next year ¹⁰:

- Continued integration and alignment of corporate ethics management with current and emerging corporate priorities (e.g., respectful workplace, artificial intelligence in the workplace, inclusion and accessibility, anti-racism).
- Continued communications, outreach and engagement including PIDA and respectful workplace.
- Updates to the BCPS Social Media guidelines
- New additions to the ethics measurement and evaluation framework in anticipation of the future legislative review of PIDA.

¹⁰ It is also important to note that this report focuses predominantly on the prevention of misconduct and inappropriate behaviour. Future reports will expand over time on the policies and processes in place across the BCPS that help to monitor and respond to ethical issues, and build a strong, ethical culture across the organization.

Appendix A: Ethics and PIDA Resources and Links

Key references and resources related to ethics and PIDA in the BCPS.

Legislation

[Public Interest Disclosure Act](#)

Ethics Information and Advisory Service

[Oath of Employment Regulation](#)

[Ethics and Standards of Conduct](#)

[Talking to Your Employees About Ethics & the Standards of Conduct](#)

[Who to Talk to About BC Public Service Employee Ethics](#)

[Ethics & Standards of Conduct for Political Staff](#)

[Standards of Conduct for BC Public Service Employees](#)

[Standards of Conduct for Political Staff](#)

[Corporate Values](#)

[Where Ideas Work 2020 Corporate Plan](#)

[Conflict of Interest](#)

[Social Media Guidelines](#)

[Addressing a Respectful Workplace Issue](#)

[Policies, Procedures and Guidelines](#)

PIDA Information and Resources

[Making a Public Interest Disclosure](#)

[HR Policy 24 - Public Interest Disclosure](#)

[PIDA FAQs for Employees and Supervisors](#)

[PIDA Procedures for BC Government Ministries](#)

[PIDA Procedures for Political Staff](#)

[Public Interest Disclosure Act Guidance for Ministry Supervisors](#)

[Office of the Ombudsperson | Public Interest Disclosure - Office of the Ombudsperson](#)

Independent Office Reports

[An Audit of BC Public Service Ethics Management](#)

[Misfire The 2012 Ministry of Health Employment Terminations and Related Matters](#)