

Public Interest Disclosure Act

Annual Report

Fiscal year 2025/26



BC Public Service

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Territorial acknowledgement

The BC Public Service acknowledges the territories of First Nations throughout B.C. and is grateful to carry out our work on these lands. We acknowledge the rights, interests, priorities and concerns of all Indigenous Peoples (First Nations, Métis and Inuit), respecting and acknowledging their distinct cultures, histories, rights, laws and governments

Executive message

Since its implementation in 2019, the Public Interest Disclosure Act (PIDA) has supported BC Public Service employees by providing a clear, protected way to speak up about serious wrongdoing.

Our 2025/26 PIDA Annual Report highlights the continued importance of the Act in upholding integrity, accountability and trust across the BC Public Service. More than five years on, PIDA continues to empower employees to raise concerns safely and confidentially.

Each year, we share information about disclosures received under PIDA with employees and the public. While this reporting is a requirement of the Act (section 38), it also reflects our commitment to transparency which is a cornerstone of public trust. This year's report offers insight into how employees engage with PIDA, including making disclosures and seeking information about the process.

As we continue to learn from the experience of implementing PIDA, the BC Public Service remains focused on strengthening a sustainable speak up culture. This includes ongoing support for employees who raise concerns and a continued emphasis on the role of executives and people leaders in listening, responding appropriately and supporting psychologically safe workplaces.

Thank you for taking the time to read this report and for your continued commitment to integrity and ethical conduct in the BC Public Service.

Sincerely,

Shannon Salter (she/her)
Deputy Minister to the Premier,
Cabinet Secretary and Head of the BC Public Service

PIDA in the BC Public Service

Employees and people leaders have obligations under the [Standards of Conduct](#) to report and investigate concerns of wrongdoing and inappropriate conduct. The Public Interest Disclosure Act (PIDA) provides an additional option for current and former BC Public Service employees to report serious wrongdoing, with legislated protection from reprisal. The following annual report provides information on public interest disclosures received in the BC Public Service and via the Ombudsperson's office and adheres to the reporting requirements set forth in section 38 of PIDA.

Under PIDA, serious wrongdoing is defined as:

- A serious act or omission that, if proven, would constitute an offence under an enactment of British Columbia or Canada
- An act or omission that creates a substantial and specific danger to the life, health or safety of persons, or to the environment, other than a danger that is inherent in the performance of an employee's duties or functions
- A serious misuse of public funds or public assets
- Gross or systemic mismanagement or
- Knowingly directing or counselling a person to commit a wrongdoing listed above

PIDA does not replace provisions in collective agreements or other HR Policies including the Standards of Conduct. Please refer to appendix A for additional information on the Act and for guidance on how to make a PIDA disclosure.

PIDA promotes integrity and accountability in the BC Public Service by:

- Encouraging employees to disclose serious wrongdoing
- Ensuring that employees who make public interest disclosures under PIDA are supported and protected from reprisals
- Ensuring disclosures by employees are properly investigated and dealt with

Agency Designated Officer responsibilities

The BC Public Service introduced a centralized model for managing and investigating PIDA disclosures in 2019. This model provides a consistent process for reporting serious wrongdoing which leverages specialized investigative skills and experience available within the BC Public Service Agency (PSA). The assessment and investigation of disclosures of serious wrongdoing are led by the Agency Designated Officer. The Assistant Deputy Minister of Employee Relations at the PSA is the Agency Designated Officer for the BC Public Service.

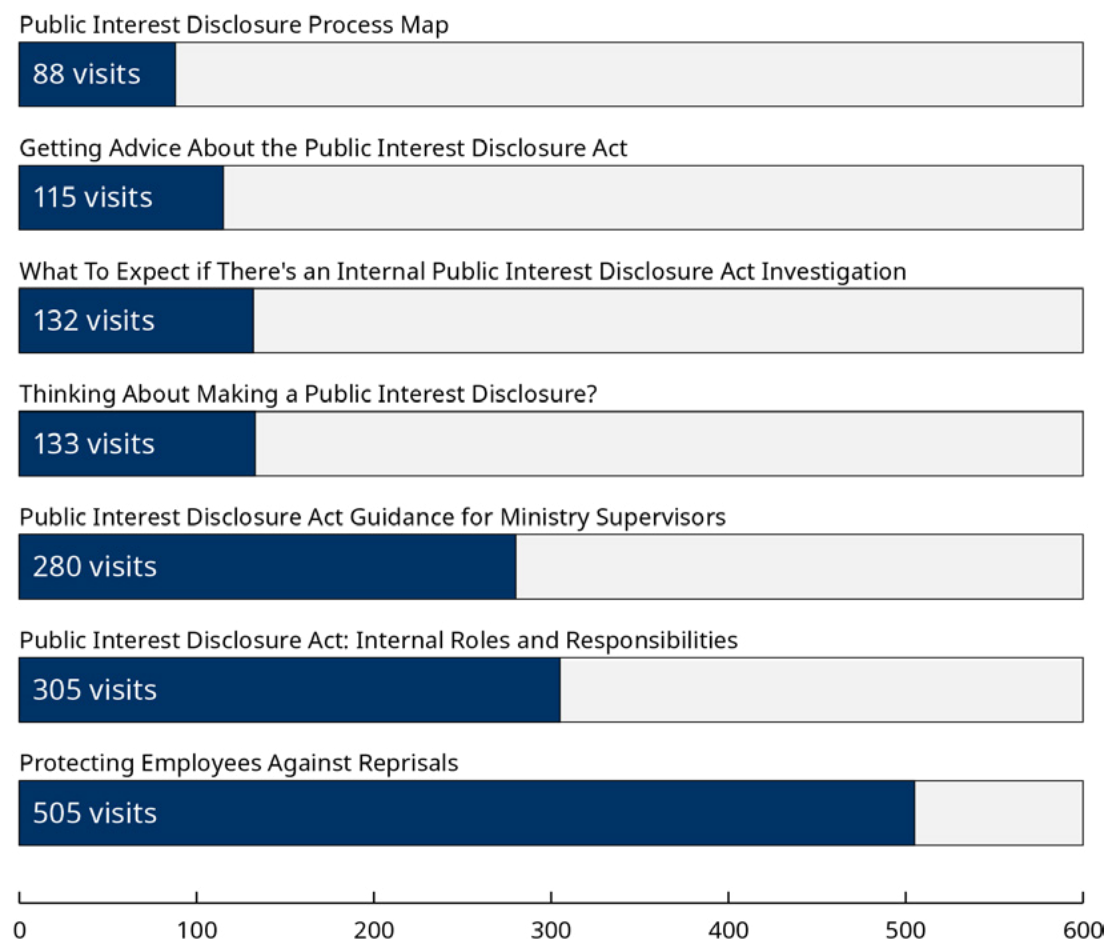
The Designated Officer for Political Staff (as defined in the Standards of Conduct for Political Staff) is the Chief of Staff, Office of the Premier. The Designated Officer for Political Staff received no disclosures from April 1, 2025, to March 31, 2026.

Building PIDA awareness

Extensive information and resources have been created and made available online (see Appendix A for links) for all current and former employees. The web analytics reveals that the PIDA landing page averaged 271 views and 301 visits monthly during the 2025/26 fiscal year ¹. Consistent traffic to this page since the implementation of PIDA (2019) indicates that employee awareness of the legislation and its protections are growing and employees continue to find value in the supports and content.

¹ 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.

Different types of PIDA information accessed on the Careers & MyHR website from April 1, 2025 to March 31, 2026:



In addition to online PIDA resources, the Corporate Ethics team delivers training and outreach sessions to raise awareness and strengthen employees' understanding of PIDA. Outreach sessions that included information on PIDA were also held with various ministries including:

Ministry of Children and Family Development: 142 attendees	Ministry of Emergency Management and Climate Readiness: 112 attendees	Ministry of Transportation and Transit: 500 attendees
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All current BC Public Service employees are required to review information on PIDA through the annual review of core policy documentation. The annual review includes a question about PIDA to ensure understanding and awareness of the legislation.

Agency Designated Officer reporting

The Agency Designated Officer received 11 PIDA disclosures from across the BC Public Service throughout the 2025/26 fiscal year. On initial assessment, two of the disclosures met the threshold of potential serious wrongdoing and therefore investigations under PIDA were conducted for those two cases.

The table below shows previous years' reporting on disclosures received by the Agency Designated Officer under PIDA. Initial assessments and investigations do not always occur in the same fiscal year that a disclosure is received. In some cases, initial assessments or investigations begin in one year and continue into the next. As a result, differences between the number of disclosures received, initial assessments completed, and investigations initiated each fiscal year do not mean that initial assessments or investigations were not carried out or concluded.

Table 1: Disclosures received by the Agency Designated Officer

From April 1, 2020 to March 31, 2026

Date range	Disclosures received	Initial assessment completed	Investigations initiated	Investigations concluded
Fiscal 2025/2026	11	11	2	0
Fiscal 2024/2025	5	3	0	2
Fiscal 2023/2024	8	9	2	1
Fiscal 2022/2023	5	2	0	0
Fiscal 2021/2022	3	3	1	0
Fiscal 2020/2021	9	9	2	2

PIDA disclosures

**Table 2: Number of disclosures received by the Agency Designated Officer
April 1, 2025 to March 31, 2026:**

Ministry	Disclosures received
Ministry of Agriculture and Food ²	1
Ministry of Attorney General	1
Ministry of Children and Family Development	1
Ministry of Citizens' Services	0
Ministry of Education and Child Care	0
Ministry of Emergency Management and Climate Readiness	0
Ministry of Energy and Climate Solutions	0
Ministry of Environment and Parks	1
Ministry of Finance ³	1
Ministry of Forests	0
Ministry of Health	2
Ministry of Housing and Municipal Affairs	0
Ministry of Indigenous Relations and Reconciliation	0
Ministry of Infrastructure	0
Ministry of Jobs, Economic Development and Innovation	0
Ministry of Labour	0
Ministry of Mining and Critical Minerals	0
Ministry of Post-Secondary Education and Future Skills	0
Ministry of Public Safety and Solicitor General	2
Ministry of Social Development and Poverty Reduction	0
Ministry of Tourism, Arts, Culture and Sport	1
Ministry of Transportation and Transit ⁴	1
Ministry of Water, Land and Resource Stewardship	0
Total	11

² The data for the Ministry of Agriculture and Food includes disclosures from the following organization that reports through the Minister of Agriculture and Food: BC Liquor Distribution Branch.

³ 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 and Public Sector Employees' Council.

⁴ A change to the PIDA Annual Report was made after initial publishing to reflect ministry re-organization. The count of a disclosure was originally attributed to Ministry of Infrastructure but is now attributed to Ministry of Transportation and Transit.

PIDA investigations of ministries by the Ombudsperson

Recommendations and findings

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

From April 1, 2025, to March 31, 2026, the BC Ombudsperson notified the respective ministries of 3 new disclosures of serious wrongdoing under PIDA. The BC Ombudsperson commenced investigations into all three of those matters. Six investigations were completed by the BC Ombudsperson in the 2025/26 fiscal year. Two of those investigations were completed with no findings of serious wrongdoing. The remaining four were stopped, one due to the issue having already been appropriately dealt with, one was referred to another office of the Legislature, one was appropriately investigated and one had no finding of wrongdoing.

Finding of wrongdoing: Hire Power

In June, 2024, the BC Ombudsperson published [Hire Power](#), an investigation into the hiring of ineligible candidates for Temporary Assignments (TAs). Four recommendations were made by the Ombudsperson to the PSA.

Recommendation 1:

Within 3 months of the Ombudsperson's final report, the PSA update current practices to be consistent with section 9.1:

- Amend existing hiring procedures and materials, including systems changes if practicable, to assist in identifying and screening out Order in Council (OIC) appointees from a competition
- Amend onboarding templates for OIC appointees to clearly communicate section 9.1 and the expectations for OIC appointees that flow from the policy

PSA response:

The PSA actioned a communications plan to bring broader awareness to section 9.1. In addition to communications targeted toward HR leads and people leaders, hiring materials, Careers & MyHR website content and offer letter templates were updated.

Although system changes to screen out OIC appointee applications are not possible, as the PSA does not have input to all postings and there is no systematic way to differentiate a permanent posting from a temporary posting, recruitment questionnaires, training materials and procedures were updated to better identify OIC appointees and clarify expectations in relation to section 9.1.

Recommendation 2:

Within 3 months of the Ombudsperson's final report, the PSA communicate section 9.1 to deputy ministers in writing and ensure the information is also provided to ministers' offices.

PSA response:

A written reminder clarifying section 9.1 was sent to all deputy ministers within 3 months of receiving the final report. HR leads who support minister's offices recruitment activities also received information in writing.

Recommendation 3:

Where OIC appointees are identified as having applied on a TA, contact the appointee to advise that they are in breach of section 9.1 and on a second occurrence their supervisor will be advised for the purpose of follow-up with the employee.

PSA response:

Standard language was developed to send out to OIC appointees who applied to opportunities that could be offered as a TA to remind the appointee that they could not accept a TA. Standard regret language was also created for appointees who apply on temporary opportunities.

The PSA deemed that simply applying on a posting in any circumstance would never be considered a disciplinary offence. No follow up with an appointee's supervisor occurs related to discipline for applying on a TA.

Recommendation 4:

The PSA reports the compliance of these recommendations to the Merit Commissioner annually for the next three years, in a manner the Merit Commissioner considers appropriate. The PSA or the Merit Commissioner may return to the Ombudsperson to review this recommendation if necessary.

PSA response:

The PSA has provided this reporting to the Merit Commissioner's Office for the 2024/25 and 2025/26 fiscal years. In the 2025/26 fiscal year, no OICs moved to internal TAs.

PIDA Special Committee report

Pursuant to section 50 of the Public Interest Disclosure Act, a Special Committee was appointed on February 24, 2025, to conduct the Act's first five-year review. The Committee received briefings from the Ministry of Attorney General and the Office of the Ombudsperson and undertook public consultation through written submissions and a public hearing. The PSA also presented to the committee on the implementation of the Act in the BC Public Service. The Committee's full report is available here: [Review of the Public Interest Disclosure Act](#)

Next steps

The PSA remains committed to strengthening a culture where employees feel safe and supported to speak up about wrongdoing. Increasing awareness and understanding of PIDA continues to be a key priority in fostering an ethical and accountable BC Public Service. In the coming fiscal year, the corporate ethics team at the PSA will undertake the following initiatives to further promote awareness of PIDA and support employees, supervisors and designated officers in fulfilling their roles and responsibilities.

- The PSA will work with the Ministry of Attorney General on any legislative work resulting from the committee's recommendations
- The PSA is releasing a new course for supervisors, highlighting their responsibilities under the Act

Appendix A: PIDA resources and links

Key references and resources related to PIDA in the BC Public Service

Legislation

[Public Interest Disclosure Act](#)

PIDA information and resources

[Making a Public Interest Disclosure](#)

[Human Resources Policy 24 – Public Interest Disclosure \(PDF, 144KB\)](#)

[PIDA FAQs for Employees and Supervisors \(PDF, 136KB\)](#)

[PIDA Procedures for BC Government Ministries \(PDF, 439KB\)](#)

[PIDA Procedures for Political Staff \(PDF, 324KB\)](#)

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

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

[Human Resources Policy 09 – Standards of Conduct for BC Public Service Employees \(PDF, 136KB\)](#)