

Speaking Out Safely About **Government Workplaces**



**Public Interest
Disclosure
Commissioner**

Speak out. Safely.

**Are you a
Saskatchewan
public employee**
who is aware
of a potential
wrongdoing
at work?

You can *Speak out. Safely.*

The Public Interest Disclosure Act (PIDA) provides you with a **safe way** to **speak out about workplace wrongdoings**. You are also **protected from reprisals** for speaking out.

PIDA protects Saskatchewan public employees, including those who work at:

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- **provincial government ministries, departments and secretariats.**
 - **most Crown corporations, boards, commissions and agencies.**
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Under PIDA, a wrongdoing is:

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- **a contravention of a provincial (Saskatchewan) or federal (Canada) act or regulation.**
 - **an act or omission that creates a substantial and specific danger to the environment, or to the life, health or safety of any person – except dangers inherent to the work of a public employee.**
 - **gross mismanagement of public funds or public assets.**
 - **directing or counselling a person to commit any of these wrongdoings.**
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FREQUENTLY ASKED QUESTIONS

How do I make a disclosure of wrongdoing or seek advice about that?

YOU HAVE TWO CHOICES:

- Contact the designated officer for your government institution. A list of designated officers is available on the Public Service Commission's website.
- Contact us.

No matter which option you choose, you will be protected from reprisals.

Will my confidentiality be protected?

If you seek advice, disclose a wrongdoing, or make a complaint of reprisal, PIDA provides a safe, confidential process. We will maintain your confidentiality to the fullest extent possible.

How am I protected from reprisals?

You are protected from reprisals if you:

- make a disclosure.
- seek advice.
- co-operate in a PIDA investigation.
- decline to participate in a wrongdoing.

Reprisals can take many forms, but include:

- reprimand, suspension, layoff or dismissal.
- demotion, reduction in wages, changes in hours of work.
- transfer, change of job location, discontinuation or elimination of a job.
- threats of any of these measures.

What happens if someone commits a reprisal?

Anyone who commits a reprisal may be charged with an offence and may be subject to a fine of up to \$10,000.

How do I make a complaint of reprisal?

Contact us. Only the Office of the Public Interest Disclosure Commissioner is authorized to investigate reprisal complaints.

What can your Office do?

The Office of the Public Interest Disclosure Commissioner is independent from executive government, including cabinet, individual MLAs, ministries and other government institutions. We:

- give advice to government employees and designated officers about wrongdoings and reprisals.
- take steps to resolve issues brought to us.
- refer issues to government institutions or to the Provincial Auditor, if appropriate.
- investigate disclosures of wrongdoing and complaints of reprisal.
- make formal recommendations to government.
- publicly report on our activities, subject to maintaining appropriate confidentiality.

How we will approach your case will depend on our assessment of the circumstances, and whether you are seeking advice, disclosing a wrongdoing or making a complaint of reprisal.

HOW TO CONTACT US

Our services are free and confidential.

Regina Office

500 – 2103 11th Avenue

Regina, SK S4P 3Z8

Tel (306) 787-6211

Toll Free 1-800-667-9787

Fax (306) 787-9090

Saskatoon Office

500 – 350 3rd Avenue North

Saskatoon, SK S7K 6G7

Tel (306) 933-5500

Toll Free 1-800-667-9787

Fax (306) 933-8406

Office Hours (both locations)

Monday to Friday

8 a.m. to 12 p.m. and 1 p.m. to 5 p.m.

Online

www.saskpidc.ca



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