

## What can the Public Interest Disclosure Commissioner do?

The Public Interest Disclosure Commissioner is independent from government and government institutions and is an officer of the Legislative Assembly. The Commissioner can:

- provide advice to public servants and designated officers regarding wrongdoings.
- resolve complaints.
- refer matters to other oversight bodies or other independent offices (e.g. Provincial Auditor).
- refer matters to government or to government institutions.
- investigate matters and make recommendations to government.
- publically report on their activities.

What the Commissioner will do will depend on the case and the facts of the case. When you seek advice or make a disclosure to the Commissioner it will be assessed to determine what the best course of action should be.

## What about Confidentiality?

When you seek advice or make a disclosure, the Commissioner will keep your identity confidential to the fullest extent possible.



## Public Interest Disclosure Commissioner



## Thinking about speaking out?

For more information, resources and PIDA forms contact us:

### Public Interest Disclosure Commissioner

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Speak out.  
Safely.



You and  
The Public  
Interest  
Disclosure Act.

**A**n effective public service depends on the commitment of all who work for it to maintain the highest possible standards of quality, honesty, openness and accountability. To build on protections that already exist in Saskatchewan, The Public Interest Disclosure Act (PIDA) was proclaimed on September 1st, 2011.



PIDA provides public servants with an avenue to speak out about wrongdoings or potential wrongdoings in their workplaces and provides protection from reprisals for speaking out.

All employees and officers of government institutions are considered public servants under PIDA. Government institutions include all provincial government ministries, agencies, boards, commissions, and Crown corporations.

**Those who have the privilege to know, have the duty to act.**

Albert Einstein

## What is a wrongdoing?

Under PIDA, public servants can make disclosures to their employers or to the Public Interest Disclosure Commissioner if they reasonably believe that a wrongdoing has been, or is about to be, committed.

A wrongdoing, under PIDA, is:

- an unlawful act that contravenes provincial or federal legislation.
- a substantial and specific danger to person(s) or the environment.
- gross mismanagement of public funds or assets.
- counselling to commit a wrongdoing.
- a reprisal.

PIDA is intended to address wrongdoings related to the public interest; it is not intended to address personal or workplace grievances like bullying, sexual harassment or racial discrimination. Matters such as these should be addressed through existing procedures established to deal with such concerns.

## What Protection does PIDA provide?

PIDA provides a safe process for public servants who may be considering a disclosure of a wrongdoing. The identity of a public servant who makes a disclosure is confidential and will be protected to the fullest extent possible. Public servants who make a disclosure under PIDA are protected from reprisals.



## What is a reprisal?

Reprisals can take many forms, but may include:

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



PIDA protects public servants who make a disclosure, seek advice about making a disclosure, co-operate in an investigation of a wrongdoing or decline to participate in suspected wrongdoings.

## How do I make a disclosure?

Public servants can disclose wrongdoings in two ways. They can make a report to their employer through Designated Officers. With the exception of some limited circumstances, every government institution must designate a senior official called the Designated Officer to deal with disclosures.

Public servants can also report wrongdoings to the Public Interest Disclosure Commissioner.

It is up to the individual to decide whether to report to a Designated Officer or to the Commissioner. No matter which route is chosen, a public servant who reports a wrongdoing will be protected from reprisals.

