

B.C. Public Service Agency

An Audit of B.C. Public Service Ethics Management Released [03/17]

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Initial PAC Meeting- [27/11/17]

1st Action Plan Update [DD/MM/YY]

2nd Action Plan Update [DD/MM/YY]

Rec. #	OAG Recommendations	Action Planned	Target Date	Assessment of Progress by Entity ¹	Action Taken ²
1.	Ensure that all public servants regularly review and sign off that they understand both the Oath of Employment and the Standards of Conduct for Public Service Employees.	Track the regular review and sign-off for the Oath Employment and Standards of Conduct for Public Service Employees.	Spring 2018	Partially Implemented	Options for tracking the regular review and sign-off for the Oath of Employment and Standards of Conduct for Public Service Employees have been identified. A working group has been established to decide on the best option(s) and the implementation approach.

¹The Select Standing Committee on Public Accounts (PAC) will request an update (i.e Assessment of Progress and Actions Taken column completed) on a yearly basis from the audited organization until all recommendations are fully implemented or otherwise addressed to the satisfaction of the PAC.

² This action plan and their subsequent updates have not been audited by the OAG. However, at a future date that Office may undertake work to determine whether the entity has accurately represented their progress in addressing the recommendations. The results of that work will be reported in a separate report prepared by the OAG.

Please provide your email response to:

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Rec. #	OAG Recommendations	Action Planned	Target Date	Assessment of Progress by Entity ¹	Action Taken ²
2.	Implement an ethics training plan to ensure that all levels of staff are receiving appropriate and timely ethics training.	Develop a corporate ethics training plan to consolidate existing corporate ethics training and align with the policy and legislation changes that are being developed in the context of work underway to address the Ombudsperson's 2017 <i>Misfire Report</i> (April 2017) recommendations.	Spring 2018	Partially Implemented	<p>Consolidated corporate ethics training information has been made available to employees on a single page on the corporate intranet site including links to 25 applicable corporate learning resources.</p> <p>Ethics is a central component of the new <i>Managing in the BC Public Service</i> course for supervisors launched in Spring 2017 featuring the BC Public Service ethics management framework and facilitated discussions with course participants.</p> <p>Ten <i>Promoting Ethics in the BC Public Service</i> sessions have been delivered to 201 employees as of November 7, 2017. A total of 343 employees are expected to receive training by the 15th session on February 27, 2018.</p> <p>The corporate ethics training plan acknowledges that additional training and/or communication resources will need to be developed to support policy and legislation changes (e.g., public interest disclosure legislation and conflict of interest) that are being developed in to address the Ombudsperson's <i>Misfire Report</i> (April 2017) recommendations.</p>

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Detailed Action Plan - Prepared for the Select Standing Committee of Public Accounts

Rec. #	OAG Recommendations	Action Planned	Target Date	Assessment of Progress by Entity ¹	Action Taken ²
3.	Ensure that ministries clearly formalize and communicate the role and responsibilities of ethics advisors to act as a point of contact and advise public servants on matters related to the standards of conduct.	Review the Standards of Conduct for Public Service Employees and the HR Accountability Framework and explore options to strengthen the role of ministry ethics advisors in the context of work underway to address the Ombudsperson's <i>Misfire Report</i> (April 2017) recommendations.	March 31, 2018	Partially Implemented	A review of the Standards of Conduct for Public Service Employees and the HR Accountability Framework to strengthen the role of ministry ethics advisors has been initiated in the context of work underway to address the Ombudsperson's <i>Misfire Report</i> (April 2017) recommendations.
4.	Formally evaluate ethics risks as part of their regular risk reviews.	Implement evaluation of ethics risks as part of regular risk reviews.	March 31, 2018	Partially Implemented	Work is underway to explore a designated lead role for coordinated ethics management (See recommendation # 8 below). A decision is pending as to whether the evaluation of ethics risk will be part of the Ministry of Finance Risk Management Programs or whether it will be a function carried out by a separate entity.
5.	Provide employees with a way to report perceived unethical conduct where the process and protections are transparent and easy to understand, address the barriers to reporting, and where the individual who comes forward to report is informed of the outcome as far as appropriate.	Changes to the Standards of Conduct for Public Service Employees and development of public interest disclosure legislation to address this recommendation in alignment with the response to Ombudsperson's <i>Misfire Report</i> (April 2017).	March 31, 2018	Partially Implemented	A review of the Standards of Conduct for Public Service employees and development of public interest disclosure legislation are underway to respond to this recommendation and the recommendations of the Ombudsperson's <i>Misfire Report</i> (April 2017). These changes will be supported by comprehensive implementation and change management plans that will include employee communication, engagement and training to address perceived barriers to reporting and to ensure all public service employees understand the process for reporting unethical conduct and protections afforded to them.

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Rec. #	OAG Recommendations	Action Planned	Target Date	Assessment of Progress by Entity ¹	Action Taken ²
6.	Share with staff information on the types of allegations of misconduct raised, and action taken to address them.	Develop new information and tools for supervisors and employees to support increased transparency regarding allegations of misconduct and where possible what action was taken to address them.	March 31, 2018	Partially Implemented	Development of new information for supervisors and employees is being aligned with the policy and legislation changes being developed in the context of work underway to address the Ombudsperson's <i>Misfire Report</i> (April 2018) recommendations.
7.	Regularly evaluate the effectiveness of its controls to prevent, detect and correct misconduct, and address any gaps identified.	Review options for establishing a Chief Ethics Officer function to coordinate ethics management and determine whether ethics reporting and monitoring will be a function carried out by this office.	March 31, 2018	Partially Implemented	Work is underway to research the concept of a Chief Ethics Officer and its functions.
8.	Clearly designate the lead role for coordinated ethics management across the public service.	Review options for establishing a Chief Ethics Officer function to coordinate ethics management and determine whether ethics reporting and monitoring will be a function carried out by this office.	March 31, 2018	Partially Implemented	Work is underway to research the concept of a Chief Ethics Officer and its functions.

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