

Review of The Public Interest Disclosure (Whistleblower Protection) Act

Project Overview

The Public Interest Disclosure (Whistleblower Protection) Act (PIDA) was enacted into law in Manitoba on April 2, 2007, with amendments in 2018 following reviews in 2014 and 2018. The primary goal of PIDA is to provide a transparent process for disclosing significant and serious wrongdoing in Manitoba's public sector while ensuring protection from any type of reprisal for employees and others who make disclosures under PIDA.

The act applies to various public entities, including provincial government departments, Crown corporations, regional health authorities, child and family services agencies and authorities, universities, personal care homes, school divisions and districts, municipalities identified by regulation under the act and the independent offices of the Legislative Assembly. It also applies to designated bodies which receive at least 50 percent of their organization's funding from the government, such as child-care centres, support services agencies for children and adults, social housing services, family violence crisis shelters and licensed or approved residential care facilities.

In compliance with section 37 of the PIDA legislation, the minister appointed by the Lieutenant Governor in Council to administer the act must conduct a comprehensive review of its operation at least once every five years and must submit a report to the Legislative Assembly within one year after the review is undertaken or within any additional time granted by the Assembly.

Engagement Overview

As part of the five-year review process, an online survey was opened on the Engage MB portal from July 20, 2023, to August 23, 2023, to gather perspectives on PIDA.

During this period, the PIDA survey saw 184 visitors and received 129 contributions from respondents of various roles and knowledge levels of the legislation. The respondents included employees protected under PIDA and the public. Manitoba government employees recorded the highest number of responses in the survey, with 98 employees taking part.

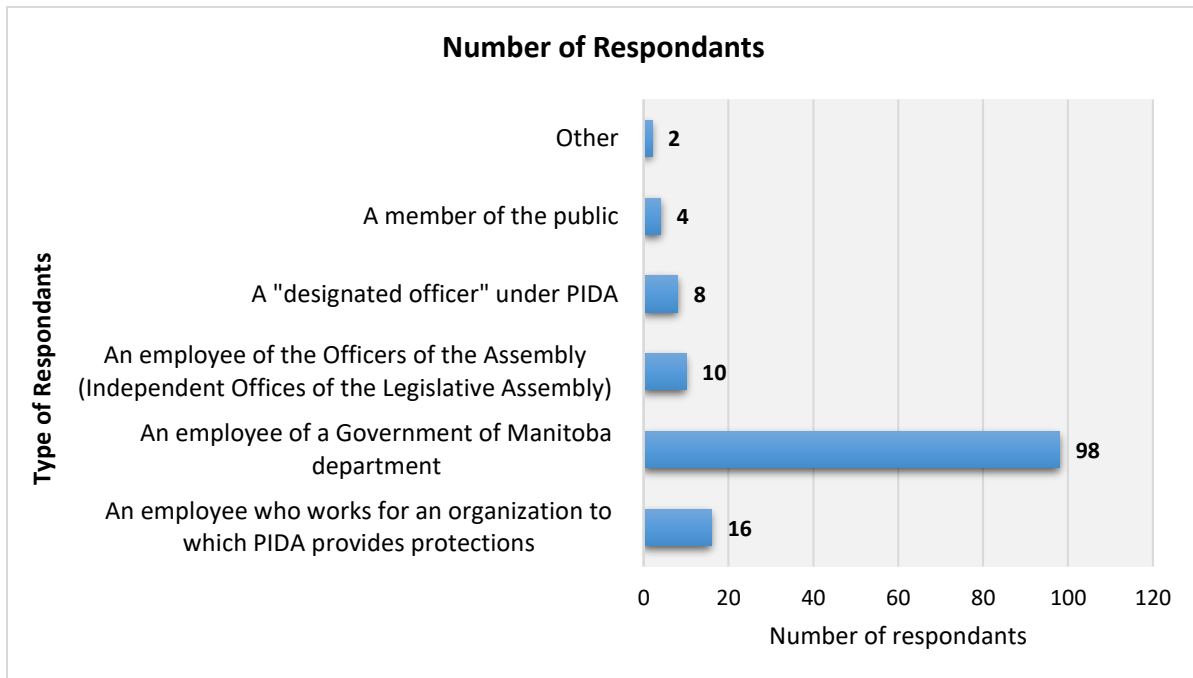


Figure 1: Result of the numbers and categories of respondents who participated in the PIDA survey.

What We Heard

To support the review of the legislation, the EngageMB survey sought feedback on respondent experiences relating to the following themes:

1. Current knowledge of PIDA procedures
2. Understanding of the 2018 PIDA amendments
3. Reporting procedures
4. Perspectives on the impact of the pandemic on the nature of disclosures

Conclusion

The feedback received in response to the EngageMB survey provides valuable insights for supporting and improving the effective functioning of PIDA, including the safeguarding of whistleblowers rights and the protections against retaliation or reprisal.

As part of a larger review, survey results were considered along with information obtained through consultations, research, and reviews in the preparation of a final report required to be submitted to the Legislative Assembly within one year after the review is completed. The report is publicly available at [InfoMB](#).

Active Offer Statement

This information is available in an alternate format on request. Please contact PSCSIB@gov.mb.ca.

Questions?

Please contact PSCSIB@gov.mb.ca with any questions or concerns.