

Northern Health Authority

Public Interest Disclosure Act – Annual Report for April 1, 2024 to March 31, 2025

BACKGROUND

BC's Public Interest disclosure Act (PIDA) is provincial legislation that provides a safe, legally protected way for current and former Northern Health (NH) employees and health professionals to report serious or systemic wrongdoing. NH launched its PIDA reporting program in June 2023 to fulfill its obligations under the Act.

Employees and former employees may seek advice or report wrongful or unlawful conduct in a confidential reporting process to their direct supervisor, NH's Safe Reporting Office, or NH's Designated Officer. Individuals may additionally raise their concerns directly with the Office of the BC Ombudsperson.

FISCAL YEAR 2024/2025 REPORTING FOR NH

In accordance with the following sections of PIDA, for the reporting period April 1, 2024 to March 31, 2025, the following information is reported by NH:

Section 38 (1)	
Disclosures of wrongdoing in respect of the Northern Health Authority	5
Section 38 (2)	
a. the number of disclosures received, including referrals of disclosures,	5
and the number acted on	3
and not acted on	2
b. the number of investigations commenced as a result of a disclosure	3
i. Investigations Completed	2
ii. Investigations Open	1
c. in the case of an investigation that results in a finding of wrongdoing	1
i. a description of the wrongdoing,	
ii. any recommendations, including those made by the Ombudsperson, and	
iii. any corrective action taken in relation to the wrongdoing or the reasons why no corrective action was taken;	
d. any other information prescribed by regulation	0

Investigation Summary and Corrective Action

The one completed investigation with recommendations was a BC Ombudsperson investigation and finding that NH Safe Reporting did not provide a complete response to a report of wrongdoing.

The allegation of wrongdoing in the Safe Report related to hiring practices and detection of resume fraud.

The BC Ombudsperson made the following recommendations to NH:

- Provide a response to reporter as to why their report was not investigated under PIDA
- Update NH Safe Reporting policy to reflect that the decision to report under PIDA is up to the reporter to determine

NH has completed actions to resolve both recommendations.