



**Office of the Public Service Commissioner**  
7<sup>th</sup> floor, Peace Hills Trust Tower  
10011 - 109 Street  
Edmonton, Alberta T5J 3S8  
Canada  
Telephone 780-408-8450  
Email: [dm.psc@gov.ab.ca](mailto:dm.psc@gov.ab.ca)  
Web: [www.alberta.ca](http://www.alberta.ca)

November 4, 2025

Standing Committee on Resource Stewardship  
c/o Committee Clerk,  
3<sup>rd</sup> Floor, 9820 107 Street NW,  
Edmonton, AB, T5K 1E7

Re: Review of the Public Interest Disclosure (Whistleblower Protection) Act

To the Standing Committee:

We would like to thank the Standing Committee on Resource Stewardship (the Committee) for reaching out to Deputy Ministers to request feedback on the Legislative review of the *Public Interest Disclosure Act* (the Act).

The Public Service Commission (PSC), on behalf of all Government Departments, has coordinated a review and compiled feedback in consultation with the Government's Designated Officer. The PSC has also reviewed and considered the attached Summary of Recommendations being put forward by the Public Interest Commissioner in relation to the legislative review.

We have the following comments for the Committee's consideration:

1. Based on the Public Interest Public Interest Commissioner's Summary of Recommendations, we are supportive of the recommendations put forth at this time.
2. We are concerned with investigations occurring in multiple forums and would recommend that the Committee preserve the right of employees to use the grievance and collective agreement processes available to them. We therefore request that the Committee preserve the ability of the Public Interest Commissioner to defer or not investigate an issue as presently outlined in section 19 of the Act.
3. We would recommend that the Committee seek a legal review of proposed legislative changes to determine any impacts that the *Protection of Privacy Act* or the *Access to Information Act* may have on the legislation.
4. Should the Committee consider recommending the Act be extended to contractors or consultants delivering public infrastructure, we recommend further engagement with the Department of Infrastructure, as the subject matter experts, to provide added detailed input.

This submission is based on engagement with APS departments and the most recent recommendations from the Public Interest Commissioner. Should those recommendations change, we would welcome the opportunity to review any related to the public service and respond accordingly.

Thank you for the opportunity to provide input, should you have any questions, please contact Steve Stringfellow, Assistant Deputy Minister, Labour Relations Policy and Programs at [steve.stringfellow@gov.ab.ca](mailto:steve.stringfellow@gov.ab.ca).



Heather Caltagirone, PhD, ICD.D, CPHR  
Deputy Minister and Public Service Commissioner

Attachment

- Office of the Public Interest Commissioner - Draft Summary of Recommendations

cc: Gene Williams, Designated Officer, Public Service Commission  
Steve Stringfellow, ADM, Labour Relations, Policy and Program, Public Service Commission



## Summary of Recommendations

Updated: Oct 16, 2025

### 1. ***Bolstering confidentiality***

- a. The Act require any person to keep confidential, unless required by law or necessary to carry out the purposes of the Act, the identity or any information that may reveal the identity of the person who
  - a. made a disclosure of wrongdoing,
  - b. is the subject of a disclosure of wrongdoing, and
  - c. has participated in an investigation of wrongdoing.
- b. The Act makes it an offence, except under specific circumstances, to disclose the identity of a person who
  - a. made a disclosure of wrongdoing,
  - b. is the subject of a disclosure of wrongdoing, and
  - c. has participated in an investigation of wrongdoing.
- c. A requirement that a court take reasonable precautions during its proceedings to limit the disclosure of information that could reasonably be expected to reveal the identity of a person who
  - a. made a disclosure of wrongdoing,
  - b. is the subject of a disclosure of wrongdoing, and
  - c. has participated in an investigation of wrongdoing.

### 2. ***Strengthening protections***

- a. The Act protect all persons who make disclosures of wrongdoing or who cooperate in investigations under the Act from reprisal, including non-employees.
- b. The Act protect persons *suspected* of making a disclosure of wrongdoing, seeking advice, or cooperating in an investigation under the Act from reprisal.
- c. The Act protect persons from reprisals that include non-employment-related consequences.
- d. The Act protect person who make disclosures of wrongdoing or cooperate in an investigation under the Act from civil liability.

### 3. **The Act prohibit information obtained during investigations by the Public Interest Commissioner or a designated officer from being used in other proceedings except in certain circumstances.**

### 4. **The Act authorize any person to request advice, make a disclosure of wrongdoing or complaint of reprisal, or cooperate with an investigation under the Act notwithstanding non-disclosure or confidentiality agreements.**

### 5. **A prescribed service provider regulation be made under Section 4.2 of the Act.**



6. The Act require jurisdictional public entities to report annually to the Public Interest Commissioner on their activities under the Act, in a format and manner prescribed by my office.
7. The Act include all subsidiary health corporations.
8. The term “good faith” be removed from Sections 1(f), 19(1)(d), and 24(1) of the Act.
9. ***Enhancing the Public Interest Commissioner’s ability to collect evidence***
  - a. The Act authorize the Public Interest Commissioner to obtain evidence under oath.
  - b. The Act authorize the Public Interest Commissioner to make orders to compel a person to appear or to produce records relevant to an investigation.
10. The Act include a provision for the Public Interest Commissioner to refer matters to other Officers of the Legislature.