Farmer, Susan PREM:EX

From: Farmer, Susan PREM:EX
Sent: May 14, 2019 11:50 AM
To: FIN FSA MIN OFF, FIN FSA MIN OFF FIN:EX
Subject: FW: BMO Reconciliation
Attachments: 2019-05 BMO Susan Farmer - Receipts.pdf; 2019-05 BMO Susan Farmer s.17 .xlsx; 2019-2020 BEA Signed Approval.pdf

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From: Geary, Vanessa PREM:EX
Sent: May 14, 2019 11:45 AM
To: Farmer, Susan PREM:EX <Susan.Farmer@gov.bc.ca>
Subject: RE: BMO Reconciliation

Approved thanks

From: Farmer, Susan PREM:EX
Sent: May 6, 2019 9:48 AM
To: Geary, Vanessa PREM:EX <Vanessa.Geary@gov.bc.ca>
Subject: BMO Reconciliation

Hi Vanessa – pls see the attached for review 😊

Thanks,

Susan Farmer
Managing Director | Correspondence Branch | Office of the Premier
P: 250-387-3570 E: susan.farmer@gov.bc.ca

Farmer, Susan PREM:EX

From: Farmer, Susan PREM:EX
Sent: May 10, 2019 10:18 AM
To: Hendry, Jackie PREM:EX
Subject: RE: Office on the Premier - Use Agreement Report - FY 2019-20 (003).xlsx

Hi Jackie – we've had no changes, so yes, I would assume that's accurate (I've never seen the contract that would list the square metres, etc, though).

From: Hendry, Jackie PREM:EX
Sent: May 10, 2019 9:54 AM
To: Farmer, Susan PREM:EX <Susan.Farmer@gov.bc.ca>
Subject: Office on the Premier - Use Agreement Report - FY 2019-20 (003).xlsx

Hi Susan,

The Real Property Division (RPD) of Ministry of Citizens' Services performs an Annual Budget process for Ministries to review space and cost for the following fiscal year. To prepare for the FY 2020/2021 Annual Budget, the RPD is asking us to review the attached report to ensure it is accurate.

If you could please review the line pertaining to Correspondence Branch and confirm the information they have is accurate. This is showing the property, the contract, the area of your office in m2 and how many parking stalls are assigned to your area. If there hasn't been any change in the past year, I would assume the information they have is accurate.

Please respond as soon as possible, and please don't hesitate to contact me if you have any questions.

Thank you,
Jackie

Farmer, Susan PREM:EX

From: Farmer, Susan PREM:EX
Sent: May 8, 2019 9:05 AM
To: Geary, Vanessa PREM:EX
Subject: RE: BMO Reconciliation

Hi Vanessa – just confirming that I did NOT get a revised statement from FIN, so what I sent is fine for reviewing.

From: Farmer, Susan PREM:EX
Sent: May 6, 2019 9:48 AM
To: Geary, Vanessa PREM:EX <Vanessa.Geary@gov.bc.ca>
Subject: BMO Reconciliation

Hi Vanessa – pls see the attached for review 😊

Thanks,

Susan Farmer
Managing Director | Correspondence Branch | Office of the Premier
P: 250-387-3570 E: susan.farmer@gov.bc.ca

Farmer, Susan PREM:EX

From: Farmer, Susan PREM:EX
Sent: May 6, 2019 10:55 AM
To: PREM Tech
Subject: pdfs not showing in preview

Hi – hoping someone can advise as to what's been somehow tweaked on my computer that's preventing pdfs from displaying in the preview box in my file explorer. It's been doing this for the past week or two & restarting didn't fix it.

Susan Farmer
Managing Director | Correspondence Branch | Office of the Premier
P: 250-387-3570 E: susan.farmer@gov.bc.ca

Farmer, Susan PREM:EX

From: Farmer, Susan PREM:EX
Sent: May 6, 2019 9:48 AM
To: Geary, Vanessa PREM:EX
Subject: BMO Reconciliation
Attachments: 2019-05 BMO Susan Farmer - Receipts.pdf; 2019-05 BMO Susan Farme s.17 xlsx

Hi Vanessa – pls see the attached for review ☺

Thanks,

Susan Farmer
Managing Director | Correspondence Branch | Office of the Premier
P: 250-387-3570 E: susan.farmer@gov.bc.ca

Farmer, Susan PREM:EX

From: Farmer, Susan PREM:EX
Sent: May 3, 2019 11:12 AM
To: AEST General Inquiries AEST:EX
Subject: RE: Our Ref. 115830: Public servants fired to conceal wrongdoing; remedies; safe guard integrity; Deputy Minister restricting job posting; first principals - statistical/scientific versus adversarial methods

Hello,

If your intention is to refer letters to the Premier's Office, please use the premier@gov.bc.ca email address. You should not be cc'ing this to my email.

From: AEST General Inquiries AEST:EX
Sent: May 3, 2019 11:02 AM
To: s.22
Cc: AEST General Inquiries AEST:EX <AEST.GeneralInquiries@gov.bc.ca>; Minister, AEST AEST:EX <AEST.Minister@gov.bc.ca>; Farmer, Susan PREM:EX <Susan.Farmer@gov.bc.ca>
Subject: Our Ref. 115830: Public servants fired to conceal wrongdoing; remedies; safe guard integrity; Deputy Minister restricting job posting; first principals - statistical/scientific versus adversarial methods

Our Ref. 115830

Mr. William Warren Munroe
763 Beach Road,
Qualicum Beach BC V9K 1S2
E-mail Address: s.22

Dear Mr. Munroe:

Thank you for your correspondence sent to the Honorable John Horgan, Premier, Honourable Melanie Mark, Minister of Advanced Education, Skills and Training, and the Members of the Legislative Assembly.

As this issue is within the responsibility of the Public Service Agency, your correspondence has been forwarded to the Public Service Agency for their review and consideration.

Sincerely,

Ministerial Correspondence and Research Unit
Ministry of Advanced Education, Skills and Training

pc: Honourable Melanie Mark, Minister of Advanced Education, Skills and Training, Honourable John Horgan, Premier

s.22
From: William Warren Munroe
Sent: April 27, 2019 12:22 PM
To: Minister, AEST AEST:EX <AEST.Minister@gov.bc.ca>

Subject: Public servants fired to conceal wrongdoing; remedies; safe guard integrity; Deputy Minister restricting job posting; first principals - statistical/scientific versus adversarial methods

William Warren Munroe
763 Beach Road,
Qualicum Beach BC, V9K 1S2
April 15, 2019

John Horgan, Premier and all Members of the Legislative Assembly
Provincial Government of British Columbia,
501 Belleville St, Victoria, BC V8V 2L8
Open letter sent via email

Regarding: Public servants fired to conceal wrongdoing; remedies; safe guard integrity; Deputy Minister restricting job posting; first principals – statistical/scientific versus adversarial methods

Dear MLA Melanie Mark Minister of Advanced Education, Skills and Training,

Since serving the public in the position Population Analyst (January 2002 to February 2006), I have continued to advocate correct methods and data accompany 'findings' rather than incorrect methods and data accompanying unfounded, unsupported numbers (that can be made up) used to facilitate service to the public. B.C. Government documents reveal for over 10 years false methods and data accompanied unverifiable non-replicable numbers.[1] Unfortunately, efforts to safeguard the integrity of B.C.'s statistical office products continue to be dismissed or ignored. [2]

Public servants fired to conceal wrongdoing
I write to you because all MLAs and British Columbians should be aware of the fact that public servants who raise concerns about substandard practices (and provide easily implementable solutions as per their job description) can be targeted for reprisal, falsely accused of things they did not do and fired - dismissed for unjust cause. [3]

Examples include, but are not limited to, the firing of Legislature staff required to sign non-disclosure statements who questioned overspending, the firing of researchers (Ministry of Health) distracting attention away from questions of illegal contracting, and the firing of inspectors investigating money laundering through casinos. "Don Wright, deputy minister to the premier and head of the B.C. Public Service, said in an Oct. 26 letter to the ombudsperson that after meeting with some of the impacted employees and contractors last year he felt a "profound sense of sadness that we as an employer could do such damage to our employees and contractors."[4]

Although the examples given have a high profile, other dismissals have occurred to individual public servants with little or no public awareness. For example, in 2005, a B.C. public servant was subjected to "relentless and disgracefully specious personal attacks" and "multiple aspersions cast" by an MLA and "government officials and their lawyers"[5]. This public servant, a lawyer, was able to hire a lawyer and have the case heard in court. The Judge said the public servant "was terminated simply for having the temerity to stand up for herself".[6]

But for public servants who are members of the B.C. Government Employees' Union (BCGEU) there is far less opportunity for a fair hearing and remedy. The BCGEU staff simply accepts the false accusations by Excluded Employees, Governor-in-council Appointees (EEGAs) (the government) as being true, providing less protection for members required to use a grievance process than excluded employees.

> "The union, in turn, was reliant on the government's assertions that it had indeed found evidence of misconduct…"
> "The grievances were settled on substantially less favourable terms than the settlements the government reached with the excluded employees. We have already noted that the union withdrew Mr. MacIsaac's grievance in exchange for three days wages paid to Mr. MacIsaac's estate."[7]

Given the history of firing public servants who raise concerns about substandard practices, efforts are being made to address the problem with more rules. More rules to bend and go around?

New rules can act as obstacles
Efforts include new rules and procedures being implemented in more Acts, (i.e., the Public Interest Disclosure Act, the Whistleblowers Act, the Ombudsperson Act, Acts governing the Legislature, the amended Public Service Act, the Merit Commissioner's requirement to review "after-the-fact compliance assessment of government's legal, policy and contractual requirements").

Yet, more rules and procedures can reasonably be seen as more rules to bend and go around, more steps that the wrongfully fired public servant must go through, more channels that ignore the real matters in dispute in favour of using adversarial methods to discredit the public servant. More ways that simply endorse (rubber stamp) the wrongful dismissal, thereby protecting perpetrators of wrong doing. [8]

Following is a real-life example of how a B.C. Excluded Employee (Manager) and Appointees (Executive Director and Deputy Minister) bent and went around straight forward rules (with the help of the Union) to fire a public servant (Analyst) in an effort to conceal incompetence and fraud.

After a public servant (of 4 years) with an exemplary work record raised concerns about substandard practices (non-statistical methods used to come up with numbers, inadequate data management, as well as aggressive yelling), providing easily implementable solutions as per their job description, an Excluded Employee of 1 ½ years accused the public servant of making co-workers feel unsafe. ***[9]***

The public servant asked for mediation but was required to file a grievance of abuse of managerial authority to see if mediation would be allowed. The Executive Director (ED) ruled "the resolution is that there is no resolution" and "the case is closed" having been told to "do what you are doing or move on."

The public servant forwarded the grievance to the Deputy Minister as per the Master Agreement between the BCPSA and the BCGEU. Shortly after forwarding the grievance to the Deputy Minister, the public servant was fired (ordered by the new manager to turn in his security pass and 'escorted' out of the building with the new shop steward carrying the public servant's belongings). A week later, the Deputy Minister ruled against the public servant's request for mediation / resolution.

The public servant received a letter ordering attendance at a meeting (even though he had been fired). The public servant attended in hopes that mediation / resolution (in the form of Work Place Skills courses for the "team" as offered by Human Resources originally) would be allowed. Instead, the Executive Director announces before a large group of government officials, he has registered the public servant in a programme designed for employees with work performance problems including a psychological assessment for a believed behavioural problem; thereby, changing the conditions of employment.
Rather than allowing mediation / arbitration (Work Place Skills courses) the Deputy Minister sends a letter to the public servant dismissing him for insubordination (just cause). Arbitration, a fair hearing into the real matters in dispute, was denied claiming the public servant went down the wrong channel.

Years after being dismissed for insubordination, the public servant discovers evidence in a provincial government of B.C. publication revealing the fact that the accusers had misled the public for approximately 10 years – providing incorrect methods and data accompanying unsupported numbers (2010), as well as evidence discovered in 2012 in a federal government official report that while being targeted for removal from the public service, the accusers also gave false information to federal government officials (Statistics Canada and Finance Canada) regarding a 2005 study to refine Canada's Equalization Payments Programme.

Although not informed about the study, the public servant (2002 to 2006) was aware of the correct information and was in the government position most likely to discover the accusers' false reporting to the public and the federal government officials. Firing the public servant, who had raised concerns of substandard practices, for just cause (insubordination) helped conceal the deception. After years of going through the channels, the LRB supported the EEGAs (2009). The Minister of Labour and Citizens' Services supported the EEGAs (2012). The Ombudsperson and Auditor General have yet to respond to the issues.

Are new rules and regulations needed? Were old rules insufficient? In fact, the old rules were clear. The fact that the public servant was ordered to leave their computer on, turn in their security pass and leave the building while a grievance was before the Deputy Minister, was in violation of the then B.C. Labour Code section 5 (1), that reads:

"A person must not (a) refuse to employ or refuse to continue to employ a person, (b) threaten dismissal of or otherwise threaten a person (c) discriminate against or threaten to discriminate against a person with respect to employment or a term or condition of employment or membership in a trade union, (d) intimidate or coerce or impose a pecuniary or other penalty on a person, because of a belief that the person may testify in a proceeding under this Code or because the person has made or is about to make a disclosure that may be required of the person in a proceeding under this Code or because the person has made an application, filed a complaint or otherwise exercised a right conferred by or under this Code or because the person has participated or is about to participate in a proceeding under this Code",

The Union staff simply called the firing as being sent home. The Union staff also simply accepted the Manager's accusations and supported the belief of a behavioural problem without examining the examples of substandard statistical methods and practices.

As you can guess, this is what happened to me. Please consider that in this and similar cases, rather than more layers of ineffective (rubber stamper) processes, early actions could, I contend, provide far better outcomes. Early actions include:

1) reference to stated (public) goals and standards rather than to unstated (personal) goals. For a statistical office, focus would be on providing reliable statistical information rather than ladder climbing and use of the legal system's adversarial (brutish) method that ignores addressing statistical methods in favour of personal attacks (coercion).

The shift from adversarial to statistical/scientific methods would manifest itself in the workplace as a shift from loud aggressive yelling and false accusations to thoughtful discussion and integrity.

2) to this goal, follow clear statistical methods - steps to safeguard the integrity of analytic products including population estimates and forecasts. Allow external peer reviews (more than one reader) of changes to methods and data. The manager would not have been compelled to falsify reports to cover up incompetence if statistical methods were upheld. The public servant would not have been targeted for removal.[10]

3) The Deputy Minister should not have restricted the job opportunity ensuring the long-time employee (and shop steward to over a decade) would get the job. If the job posting had not been restricted so no one else would be considered, the manager position could have been filled based on merit. The Deputy Minster put the new manager into situations the new manager was unable to handle properly.

4) The Deputy Minister was not able to judge impartially as he had ensured the hiring of the manager. The Deputy Minister should not have dismissed the public servant while the Deputy Minister accepted the non-statistical methods and substandard practices.[11] Such practices can result in a dysfunctional work environment, poor quality role outs and incomprehensible failures.[12] The Deputy Minister should not have dismissed the public servant "for insubordination" thereby burdening the public servant with not having equal opportunities when seeking employment.[13]

"…men might as well be imprisoned, as excluded from the means of earning their bread." (John Stewart Mill, On Liberty, p. 58).

5) The Auditor General should have access to analysis used to guide public services ensuring the quality of the information created by the statistical office. The public servant would have the opportunity to show and explain clearly the real (non-statistical) methods used to create numbers rather than targeted for removal - false accusations, firing, and continuing to vilify and libel the public servant.

6) Remove indemnity for EEGAs whose conduct in relation to a legal proceeding was dishonest, malicious or in bad faith. Also claw back any bonuses, contracts or increase in pay whether for or not for being given a promotion.

7) One of the best ways to avoid the danger of monopoly and the intrinsic risks of having a small group of exclusive irresponsible (not required to respond to questions about the quality of their work) people in control of government generated analysis - analysis that can be false, is to include alternatives providing verifiable / replicable numbers. [14]

I propose the above mentioned, easily implementable, early actions to avoid wrongful dismissals in the first place, as well as facilitate improvements of service to the public, rather than protection for self servers at the expense of the public.

Public servants are the first line of defence - providing an important check on substandard practices including false reporting by public service Exclude Employees and Governor-in-council Appointees.

Thank you to all who recognize that often "Policies are applied as cover to avoid blame", and who instead "wants the culture to change and wants to work in a culture that focuses on results for people."[15]

I look forward to your response,

William Warren Munroe
Population Projections Project for Canada's census areas

a pdf is posted online for your convenience at http://wminfomatics.com/WP/index2.html

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[1] Evidence presented to the 2013 Congress, Population Projections for Community Members, posted online at http://wminfomatics.com/PopulationProjections/CPS_PPP_Validate.pdf
[2] "we do not see value in continuing to respond to enquiries of a similar nature" Sincerely, Angelo Cocco. http://wminfomatics.com/WP/Articles/130924/ACocco130916.pdf.
[3] Letter to the Prosecution Representatives for the Crown, providing evidence of fraud by B.C. Provincial Government officials in documentation to Federal Government addressing Canada's Equalization Payments Programme; Evidence of fraud; Intent to deceive; Potential for fraud continues. January 9, 2018, http://wminfomatics.com/WP/index2.html.
[4] Fired Health Ministry worker gets apology but still waiting for money, Cindy E. Harnett / Times Colonist, October 30, 2018
[5] The firing was reviewed by associate deputy minister Lori Wanamaker, who upheld the decision. In her ruling, Ms. Wanamaker said she had considered petitions and affidavits by Ms. McKenzie and her lawyer. It turned out, however, that Ms. Wanamaker had not seen their petitions and affidavits at all. The judge described the B.C. government's handling of the firing as a "farce". Judge rips bureaucrats over firing, Rod Mickleburgh, Globe and Mail, VANCOUVER. Published September 14, 2006, Updated April 24, 2018.
[6] Judge rips bureaucrats over firing, Rod Mickleburgh, Globe and Mail, VANCOUVER. Published September 14, 2006, Updated April 24, 2018
https://www.theglobeandmail.com/news/national/judge-rips-bureaucrats-over-firing/article18173244/
[7] Ombudsperson's report Misfire, April 2017, p233
[8] Letters to each can be found on the Data Warning website.
[9] The new manager had been a long-time employee (20+ years) and shop steward for the BCGEU (10+ years).
[10] clear steps to safeguard the integrity (i.e. correct methods and data to accompany 'findings' rather than incorrect methods and data accompanying unsupported numbers – numbers that can be designed mostly to support government policies and directions) are set out in "Analytic Activities at Statistics Canada", submitted by Statistics Canada, prepared by Chief Statistician, Ivan Fellegi, 1999.", page 7.
[11] Letter to the Minister of Justice explaining the real methods used to create population numbers, including coercion, July 20, 2012 http://wminfomatics.com/WP/Articles/120704/MinJust4l_ed2.pdf
[12] Examples of Dysfunctionality in the Population Section of BC Stats, www.wminfomatics.com/WP/Journal.html, January 30, 2006.
[13] April 28, 2006, registered letter dated April 11, 2006, from the Deputy Minister informing me of his decision to dismiss me for insubordination http://wminfomatics.com/WP/petition/Exhibit36.pdf. A dismissal without cause would have been better. A dismissal for maintaining statistical/scientific standards would have been more truthful.
[14] Alexis de Tocqueville had something to say about governments like B.C.'s, "… after having concentrated all the powers of government, [a constitution that] should vest them in the hands of an irresponsible person or body of persons… would assuredly be the worst. What Sort of Despotism Democratic Nations Have to Fear, https://www.libertarianism.org/publications/essays/what-sort-despotism-democratic-nations-have-fear. For a description of how British Columbia used Statistics Canada to endorse dirty information see Statistics Canada Used for Information Laundering, Open letter to Justin Trudeau, Prime Minister of Canada, http://wminfomatics.com/WP/index2.html, February 22, 2018
[15] Auditor General of Canada, Michael Ferguson, 2018 Spring Report, describing "how government culture stands in the way of truly successful results for people"

s.22

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Ashley Hampson

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Ashley Hampson

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Amanda Watson

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Allegra Wolansky

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