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Manager, Hiring Services,
Suite 100-940 Blanshard Street,
Victoria BC, V8W 3E6
or call: 250-952-6000 or email:
BCPSA.Hiring.Centre@gov.bc.ca

Regarding: **Terms of Use Agreement**

I certify that statements made by me in my profile, in my resume and attachments are true, complete and correct to the best of my knowledge and belief. I understand that any false statements, misrepresentations or omissions made by me during the application process may be grounds for rejection or if hired, dismissal.

I understand that if I am a current or former BC Public Service employee, information concerning my past work performance may be collected from any public body within the BC Public Service for consideration in assessing my application for competitions.

If you have any questions, please contact: Manager, Hiring Services, Suite 100-940 Blanshard Street, Victoria BC, V8W 3E6 or call: 250-952-6000 or email:

BCPSA.Hiring.Centre@gov.bc.ca

Dear BCPSA.Hiring.Centre@gov.bc.ca representative,

I served the public in the position of Population Analyst for over 4 years and am applying for jobs again after having suffered at the hands of the BCPSA, having been accused by my manager of making my female co-workers fear for their (job?) safety AFTER I had raised concerns about many problems within the Population Section of BC Statistics.

Some problems were seriously impacting the quality of the information being disseminated and used to guide public service delivery. For example, the methods provided population numbers that were very different from the census results. Even though I was able to figure out why, my solutions were ignored and instead the manager and executive director imposed methods that only made things worse. I explained regularly and often the need to make adjustments showing them what will happen over the next few years. Indeed, 2 year later the problems made things worse and my solutions were adopted. I also regularly insisted that the public be informed of the changes to the methods and data.

My requests for mediation and resolution (what did I do and what did I say) were ignored. The same manager had made this same accusation previously but had withdrawn it at a meeting I arranged with the shop steward. The manager explained that my co-worker (who had yelled at me and accused me of doing things wrong that I did not do wrong, later apologizing to me) is a "frustrated manager" and was having "problems at home". To be clear, it was my co-worker who was raising their voice at me but nonetheless, the manager made a serious but false accusation against me.

I raised concerns with the Executive Director who said he would not get involved. I was to keep doing what I am doing or move on. While signing up my other co-workers for recognition for their work on the

estatsBC project I had initiated, I explained that there seems to be considerable resistance to innovation. I was directed to talk to HR who in turn suggested that our "team" would benefit from the Work Place Skills courses.

The second time this serious accusation was made, I asked for mediation, but the Executive Director required me to file a grievance against the manager. The Executive Director found that while there were problems the resolution would be that there is no resolution.

The Master Agreement required that I forward the grievance to the Deputy Minister which I did. I highlighted again that the accusations against me occurred when I provided solutions or asked questions and I again requested mediation / resolution and Work Place Skills courses. Before the Deputy Minister could respond, I was ordered to turn in my security pass and leave the building. The shop steward helped me carry my belongings. I thought I was fired and made plans to move back to home - up island.

A week later, I was "ordered" to attend a meeting, which I did, not because I was ordered but to see if they had changed their minds to allow mediation / resolution and or Work Place Skills courses. Instead I was told I had been registered for a programme designed for employees with personal problems and documented work performance problems which I had none. I was also to have an assessment regarding the "belief" of the manager that I have a "behavioural problem". My EPDP showed that I meet and exceeded expectations; therefore, I refused to attend and advocated mediation / resolution again. Instead, I was fired for insubordination. The BCPSA hired a lawyer to block arbitration; therefore, I was not allowed a fair hearing into the real matters in dispute.

Years later, after being fired, I found out that my manager and co-workers had falsified information they provided to Statistics Canada for a study into methods and data to calculate Finance Canada's equalization payments. Indeed, the first time the manager accused me of making a co-work feel unsafe was the same day that Statistics Canada published their findings including the false information from BC Stats.

I discovered this report many years after being fired because an Assistant Deputy of ServiceBC, speaking on behalf of the Minister of Labour and Citizens' Services, quoted the report in a letter to me claiming that BC Stats numbers were of "better quality" than Statistics Canada's. I had simply pointed out to the Minister that the forecast used to justify closing a quarter of the schools in our school district was not verifiable and that indeed, the consultant's report pointed readers to BC Statistics methods – methods that had not been used for over 10 years. There is no way that BC Stats' numbers were of "better quality" than STCs unless the numbers were falsified.

Since the Assistant Deputy did not provide the reference of quote used to assert the "integrity" of BC Stats I asked for it, 12 times in 6 months to no avail. Eventually, I made a freedom of information request (for information that should have been provided already), but was denied a copy or even the title of the report claiming "disclosure harmful to relations or negotiations". Talk about a sick culture. Now I know why I was yelled at (YOU IDIOT, GET OUT OF HERE, YOU SHOULDN'T BE DOING THIS JOB ANYWAY, YOU STINK, over and over again) denied mediation, fired, and denied a fair hearing. Because I was in a government position to discover the false reporting - a discovery that might interfere with their aspirations for promotion, prestige and a bigger pensions.

Instead the FOI response should have been "disclosure helpful to everyone but harmful to the careers of the manager, the Executive Director and the Deputy Minister". Was the manager promoted? Yes. What about the Deputy Minister? just look.

To be clear, because I had been asked along with the manager and another co-worker to figure out why BC Stats' methods produced population estimates that were of "poor quality" when compared to the actual census results, and I figured it out (the manager tried but could not so when my hypothesis was successful he said it was "dumb luck") I was in a government position to discover that BC Stats deceived Statistics Canada and Finance Canada. My requests for Work Place Skills courses and mediation and arbitration would likely have revealed the deception.

Now I know, anyone in the BCPSA who will lie to the public will be protected by the BCPSA, and can attack and fire an Employee who is doing their job well.

Please address the following:

1. Since you can see information concerning my past work performance as written by the BCPSA, please send me a copy too.
2. Will you please add my statement to my past work performance record?
3. Will the BCPSA remove the block imposed and allow a fair hearing into the real matters in dispute, namely the real ways numbers are made up by BC Stats?
4. Will the BCPSA implement formal policies and assigns clear accountabilities to safe guard the integrity (everything of relevance to be included – not excluded) of their analytic products?

I continue to advocate that BC Stats implement formal policies and assigns clear accountabilities to safe guard the integrity of their analytic products as well as teaching high school and first and second year students how to estimate and project several well-defined population projection scenarios as a way to address the danger of a government monopoly.

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