Anonymous Reporting System – Annual Report

Tuesday September 8, 2015

VAUGHAN
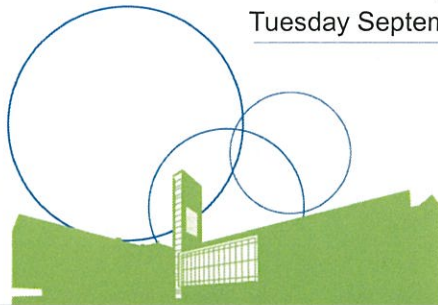
Today's Presentation

- Background

- Findings & Themes From Year 1

- Year 2 Initiatives
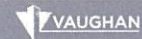
- Questions

2

VAUGHAN

Background

- 2013 Governance & Accountability Report

- Recommendation to Implement an Anonymous Reporting System

VAUGHAN

Anonymous Reporting System

- Two Year Pilot

- For Staff Use Only

- Fully functional as of April 15, 2014

- Outsourced Intake

- Internal Audit [Co-ordination and Reporting]

- Investigating Potential Issues

- Annual Reporting to Council

VAUGHAN

Trends & Themes

22 Reports Received:

- 45%   Human Resources/Labour Relations
- 32%   Misuse or Misappropriation of Assets
- 18%   Business Integrity
- 5%   Environmental, Health & Safety

⑤

VAUGHAN

Trends & Themes

Elements of a Substantiated Report:

- Reported issues are investigated
- Basis of the report is determined to be accurate.

Elements of an Unsubstantiated Report:

- Reported issues may or may not be investigated
- No evidence was found to substantiate the report.

⑥

VAUGHAN

Trends & Themes

22 Reports Received – 6 Substantiated

- 20% of the Human Resources/Labour Relations Reports
- 14% of the Misuse or Misappropriation Reports
- 50% of the Business Integrity Reports
- 100% of the Environmental, Health & Safety Reports

7

VAUGHAN

City-Wide Awareness Survey

- Survey conducted in June 2015

- Available to all staff

- Purpose of survey to gauge:

  – Awareness

  – Level of trust

  – Perceived benefit

8

VAUGHAN

Awareness Survey Results

- 29% of employees responded
- Key findings:
  - 74% of respondents believe the system is beneficial.
  - Awareness can be improved.
  - Misapprehension that system is not anonymous or confidential.
    - Reluctance to report due to fear of reprisal.
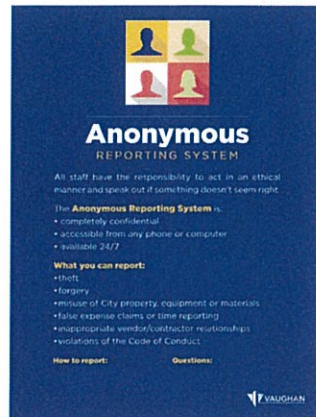   - Belief that things will not change.

9

VAUGHAN

Year 2 Initiatives

- Continuous Education and Awareness

- Reduce Case Closure Times & Increase Substantiation

- Formal Policies and Procedures

10

VAUGHAN

Promotional Poster

11

Questions?

12