

HRM has processes to address workplace behavior incidents but needs to improve oversight to ensure respectful workplaces, Auditor General, Evangeline Colman-Sadd, said in her report released today, June 22, 2022.

HRM has a strategic initiative to enhance workplace culture. However, the audit found gaps in management oversight in this area. Some consultant recommendations from 2016 and 2019 to improve human resources processes remain outstanding; and there are no detailed plans to implement. There was limited central monitoring of progress on issues identified in a 2018 employee survey – five business units did not have documented plans to address workplace issues identified. “An additional employee survey was conducted in 2022. However, senior HRM management should do more to oversee activities to address workplace issues between surveys,” the auditor general said. “Without adequate oversight, similar issues may be raised, with limited insight into what might be working and what remains to be done.”

The audit found that processes to address individual workplace complaints followed procedures. However, improvements are needed in managing investigation timelines and documentation.

Management agreed to fully implement 12 of 15 audit recommendations. The remaining three recommendations were partially agreed with.

The report is available on the auditor general’s website.

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The audit also found that processes to address individual workplace complaints followed procedures. However, improvements are needed in managing investigation timelines and documentation.

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