

Integrity Program

Manitoba Hydro encourages employees and others to speak up on matters of concern without fear of reprisal, through its Integrity Program. The Program enables the corporation to identify and investigate serious concerns and take corrective action.

Employees can report any type of wrongdoing specified in The Public Interest Disclosure (Whistleblower Protection) Act, as well as any perceived non-compliance with Manitoba Hydro's Code of Ethics. Employees have a number of options available to them for where to report their concerns in the corporation. Disclosures can also be made through the employee's bargaining unit. Anonymous disclosures are permitted.

All disclosures under the Integrity Program are protected by strict rules of confidentiality.

Below is a summary of all disclosures received during 2007/08 which alleged wrongdoing as specified in The Public Interest Disclosure (Whistleblower Protection) Act:

Total number of disclosures received:	24
Number of disclosures acted upon:	24
Number of disclosures not acted upon:	0
Number of investigations commenced:	24
Number of disclosures that were verified:	11

Corrective action was taken for each verified incident, summarized as follows:

- Employee resigned for theft of property, salvageable property was recovered.
- Arrangements made to protect worksite from theft, and employee retired.
- Employee resignation following proof of theft.
- Discipline of employee for theft currently pending.
- Modifications to duties made to accommodate disabled employee.
- Contractor employee disciplined by contractor for inappropriate comments.
- Modification of work requirements and other measures to accommodate disabled employee.
- Employee disciplined for harassment.
- Employee disciplined for harassment.
- Employee removed inappropriate screen saver.
- Manager will closely monitor use of overtime.

The Board of Manitoba Hydro models its approach to corporate governance on emerging best practices in Canada, the United States, and Great Britain, as reflected in the advice and recommendations of bodies such as the Manitoba Crown Corporations Council, the Conference Board of Canada, the Corporate Executive Board, and Canadian Security Administrators.

The Board reviews the corporation's Code of Ethics, and ethics and social responsibility are considered in Board decisions. Minutes of Board meetings are public and the corporation's annual report and quarterly financial statements are tabled in the Legislature. The corporation is reviewed by the Crown Corporations Council and by a committee of the Legislature.

The Audit Committee of the Board reviews the corporation's Integrated Financial Forecast and makes recommendations to the Board. The Audit Committee also reviews the integrated risk management plan developed and maintained by the corporation and makes recommendations to the Board. The Audit Committee obtains opinions from external auditors, internal auditors, and management on the quality of internal controls.

The Board and Audit Committee review the corporation's systems for ensuring legal compliance. Conflict of interest policies are in place for members of the Board, officers, and employees. The Board ensures that certifications with respect to the accuracy of financial statements are provided by the CEO and CFO.

The Board sits as the planning committee for the corporation and approves the Corporate Strategic Plan each year. Members of the Board receive orientation materials that are continually updated. The Human Resources Committee of the Board has responsibility for succession planning.