



COURSE INFORMATION

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ETHICS FOR GOVERNMENT ACCOUNTANTS - IT IS ALWAYS THE POLITICIAN'S FAULT

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PRACTICAL

PD



ETHICS FOR GOVERNMENT ACCOUNTANTS

www.practicalpd.com

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PRACTICAL

PD



Introduction

- This is the ethics section that was formerly in my popular course, **Practical Tips for Government Accountants** until Sept 1, 2023
- CPA Quebec asked for it to be removed on Sept 1, 2023, because their system could not handle courses that were partially ethics
- You may want to take this 6 hour video course as well, (content coverage follows this slide)



Course purpose

- To help you in real-life in the area of ethics, covering selected, practical topics



Course coverage

- A story with a lesson
- Some of my ethics background
- Ethics and government bidding
- Who are the most unethical accountants in Canada?
- No pre-determining results
- The prevalence of resignation for ethical reasons among CPAs



Course coverage

- A key rule of professional conduct
- No grey areas
- Advice when you are under pressure
- Reforming colleagues
- Mini case on a promissory note
- I was just following the boss' orders!
- Mini case on the bank report
- Mini case on revenue recognition



Course coverage

- Mini case on executive expenses
- Government expenses
- Internal audit story and thoughts
- Ethical due diligence before taking the job
- Integrity and success
- A story of someone taking a stand in the public sector
- Conclusions



Introduction

- Private sector course background
- I have never worked as an accountant in the government!
- One day in Toronto...
- I promise you that this will be different
- Fill in the blanks to....
- Ask for completed slides after listening



Course

- **Practical Tips for Government Accountants** from which this course comes from



Topics in the 6 hour course

1. Creative thinking for accountants
2. Practical technology tips
3. The faster close
4. Some different management & leadership tips
5. Improving financial reporting
6. KPIs



Topics in the 6 hour course

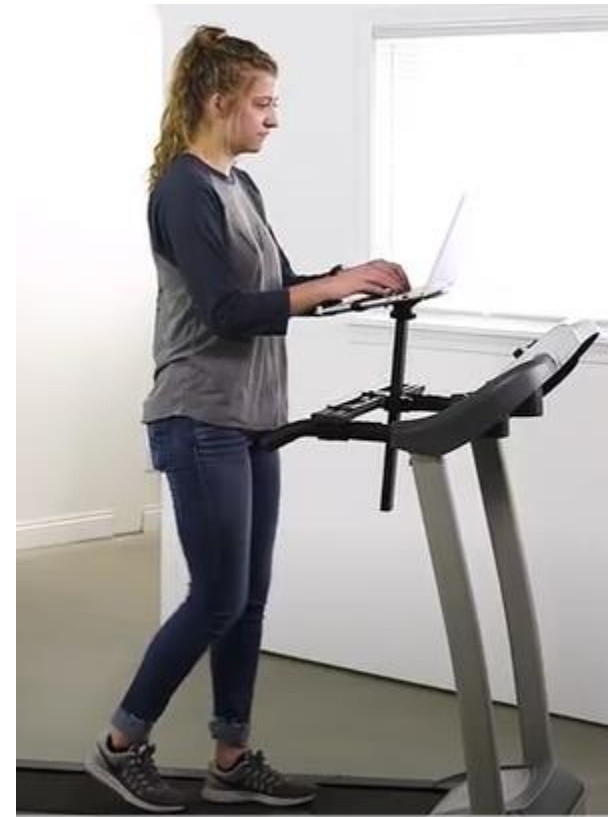
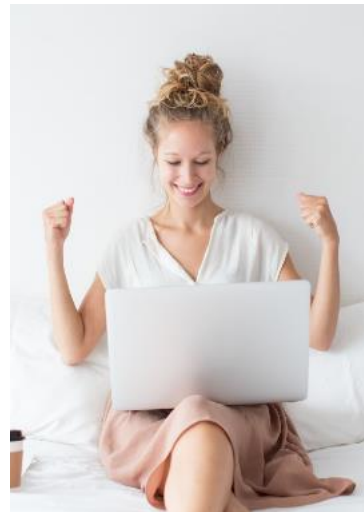
1. More management & leadership tips
2. Dealing with contracts and lawyers
3. Critical steps when you change jobs
4. Some financial modelling keys
5. Quantitative finance function measurement
6. Interviewing – some tips
7. Negotiating tips
8. Trouble spots for financial leaders



Note

- I want you to see me...

Watch this any way you want



Do not watch while driving please!



Introduction

- All are welcome to this webinar
- I hope to help save businesses and organizations and jobs
- I wish we were live!
- I want you to see me
- The bad news and the good news...

All my live seminars/webinars have an opportunity to win prizes

I can't do that on the self-study version
BUT, send me an email with:

- example of how you plan to apply a tip
- another tip idea
- useful feedback
- clean relevant joke

and you will enter a draw for a prize

spriddle@bell.net





Notes

- If I speak too fast, just stop and replay!
- Take breaks whenever you want, (refreshments not provided!)



Introduction - me

At age 20, I was a CGA, working in the federal gov't

- Yes, Chief Gluing Assistant in the federal government, gluing paper on the evening shift... because I didn't want to go to university...



I advise Canadian and world leaders



- Trudeau, Trump, Ford, Harper, Chretien, Obama, Gorbachev and more
- What I mean is I send them unsolicited advice
- Unfortunately, none have listened to the advice, or even responded to thank me...



My background

- We have probably met before...



My background

- I have faced similar issues
- I have faced completely different issues



My experience

- In the past: Industry Canada, Natural Resources Canada, Auditor-General Canada, Canada Revenue Agency, AECL (crown), CBC & Canada Post (consulting)



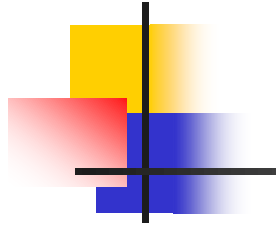
Also

- 23 of last 24 years as a corporate CFO in private sector, one year as Controller
- Currently VP, Finance & CFO, co-owner and Board member of an aviation systems company



By the way, I:

- Have written and sold, many, carefully researched public sector cases, and other cases
- You may have written some...



Strategic Leadership Program

Board Report

Seniors' Care Inc.



CPA

Mock Common Final Examination Day 2 Case - Company (Booklet #1 – Case)

Examination Details

The examination consists of:

Booklet #1 – Case (this booklet)

Booklet #2 – Rough notes

The case is developed to be four (4) hours. Candidates are allowed **five (5) hours** to respond.

The case should **not** be answered using Surpass (*SecureClient*). Please use Word and Excel to complete your response.

Answers or part answers will not be evaluated if they are recorded on anything other than Word or Excel.

The CPA Canada Handbooks and the Income Tax Act are available during the exam via Knotia



By the way,

- I have advocated for a public sector stream for professional accountants...
- The CPA program has the audit & assurance, management accounting, finance, tax specialties, why not add public sector?

Where am I?

- I am at home in Ottawa, 9 km from





New CPA rule

- New CPA rule... \$48 fine if you look at a work email during the session...



Ethics - intro

- A story with a lesson
- He tarnished your reputation
- Did you lose money due to that fraud?
- (Enron's market cap went from \$70 billion to \$200 million)





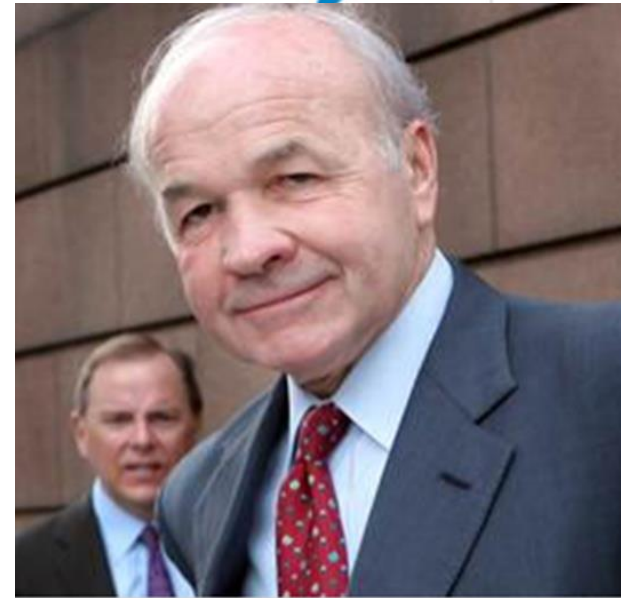
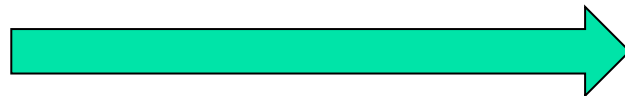
\$100



\$898



KENNY





The dead donkey raffle

There are no accounting issues, no trading issues, no reserve issues, no previously unknown problem issues. I think I can honestly say that the company is probably in the strongest and best shape that it has probably ever been in.

—Kenneth Lay answering an analyst's question on August 14, 2001.^[87]

**ENRON WAS BANKRUPT 109 DAYS LATER!
THE LARGEST IN US HISTORY!**



Ken Lay, Enron founder & CEO

- What happened to him, what is the lesson?

Ken Lay, Enron founder & CEO

- Arrested
- Charged
- Tried
- Convicted
- Dropped dead
- Lesson?

Ken Lay is not dead - in Paraguay





The only Canadian who went to jail for Enron crimes

In a letter to a U.S. probation officer, a copy of which was filed in court, Mr. Delainey acknowledged that his rapid rise through the Enron ranks had become "intoxicating," and that by 2001 he participated in financial manipulations that he knew were wrong.

- I knew someone who knew him...
- He later said:

"At the end of the day, I lacked the courage to stand up and do the right thing," he wrote.



Let's talk about ethics

- I have faced a large number issues
- I am passionate on the topic
- I used to sit on the CMA Ontario Ad Hoc Ethics Advisory Committee
- I speak regularly on ethics
- The public wants the government to be ethical

Let's talk about ethics

- My first business ethics decision at age 19...





Let's talk about ethics

- I have faced a large number issues
- I am passionate on the topic
- I used to sit on the CMA Ontario Ad Hoc Ethics Advisory Committee
- I speak regularly on ethics
- The public wants the government to be ethical



Ethics – government bidding

- My brother's company puts in a small bid to the federal government for some construction work
- A deposit cheque is required and submitted with the bid
- We are convinced our bid will win



What happened

- The government responds “you didn’t provide a deposit cheque, your bid doesn’t qualify, we have awarded the contract to someone else”
- A few weeks later they say, “Oh we found your cheque”
- We are convinced that someone wanted their friend to win the bid...

Who are the most unethical accountants in Canada?



- Hint 1: they work for the government
- Hint 2: arguably, it's their bosses pushing them! But they should resist!
- Hint 3: the witness against them is the provincial Auditor-Generals



Newfoundland

Update: Government not hiding anything: Dunderdale



Steve Bartlett

Published on January 26, 2012

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  Tweet 0
  +1 0

Acting auditor general concerned about being denied information from departments

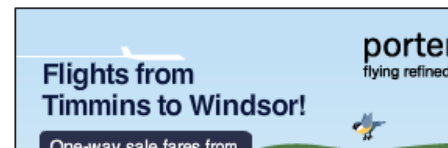
Premier Kathy Dunderdale responded forcefully to the province's acting Auditor General this afternoon, saying they are not hiding anything inappropriately.


In acting Auditor General Wayne Loveys' report released Wednesday, he said his office couldn't get documents needed to audit the province's infrastructure spending choices.

 17 Comment
  Send to a friend
  Pr



Acting auditor general Wayne Loveys — File photo





 Flights from Timmins to Windsor!

 One-way sale fares from

New Brunswick

Auditor-General Kim MacPherson delivered a scathing critique of the government's 2014-15 public accounts, its final calculation of the province's fiscal position for that year.

- **Kim MacPherson slams Gallant government's financial accounting**
- **Deficit lower than expected, province says**

The books show a \$388.6 million deficit, but MacPherson says she can't sign off on that number because the province rejected her advice to use public-sector accounting standards for defined-benefit pension plans.



Finance Minister Roger Melanson (CBC)

BC

B.C. government not following its own accounting laws: auditor general

THE CANADIAN PRESS
AUGUST 8, 2013 11:41 AM

Email Print



B.C. auditor general Russ Jones noted that the government paid \$6.4 million to defend ex-ministerial assistants Dave Basi and Bob Virk from 2005 to 2010.
Photograph By Handout

VANCOUVER - Recently updated financial reporting rules have failed to convince the British Columbia government to bring its practices in line with standard accounting principles, despite the auditor general's claim the province's most recent financial report was off by nearly \$3 billion and the government should have reported a surplus, not a deficit, the auditor said Thursday.

Saskatchewan

Auditor scolds Saskatchewan over 'pervasive' accounting errors

First time a Saskatchewan auditor has issued an adverse opinion

The Canadian Press Posted: Dec 04, 2013 5:58 PM CT | Last Updated: Dec 04, 2013 5:58 PM CT

3 shares

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Saskatchewan's auditor has issued an adverse opinion on the government's general revenue fund financial statements because of what she calls "pervasive" accounting errors.



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Errors?



Saskatchewan

In a 2013 special report, Saskatchewan's then auditor, Bonnie Lysyk, said if proper accounting standards had been followed, the province would have presented deficit budgets in nine out of the previous 10 years, despite government claims to have balanced the books each year.



Quebec



Qualification and Comments in the Independent Auditor's Report (cont.)

- According to our estimate as at March 31, 2014
 - understatement of the annual deficit of \$439M
 - and understatement of the net debt and accumulated **deficits** of \$8.5B.

Alberta

Provincial budget fails to meet accounting standards: Auditor general

BY DARCY HENTON, CALGARY HERALD APRIL 23, 2014

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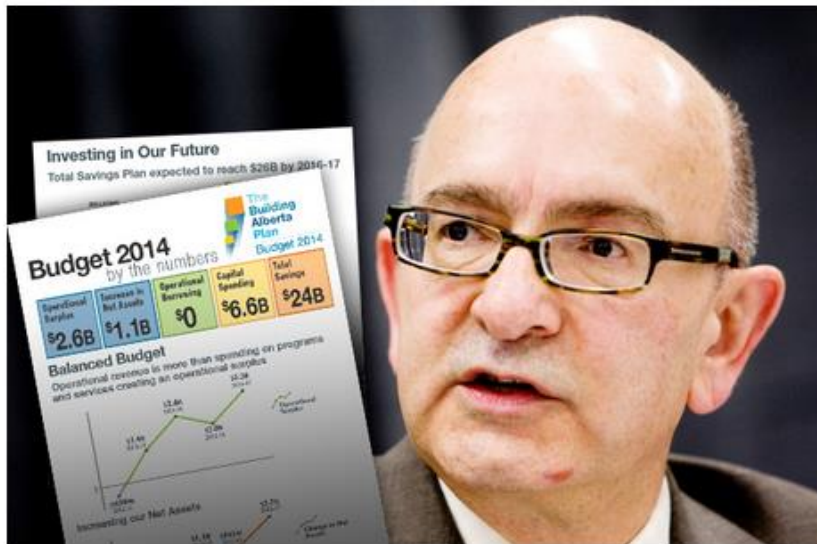
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STORY

PHOTOS (1)



Auditor General Merwan Saher says the provincial budget fails to meet general accounting standards.

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In scathing pre-election report, Ontario auditor general says deficit is \$11.7B, not \$6.7B

The accounting disagreement stems from a longstanding dispute over whether around \$11 billion in the OPSEU and the Ontario Teachers' pension plans can be counted toward the bottom line.



Manitoba

Auditor general slams changes to Manitoba government's accounting practices



Public accounts peg deficit at \$695M, but Norm Ricard says it's actually lower

Kristin Annable - CBC News - Posted: Sep 28, 2018 8:15 AM CT | Last Updated: September 28, 2018





Manitoba

Auditor general slams changes to Manitoba government's accounting practices



For the first time since 2007, Ricard offered a qualified opinion of the statement — meaning there are "significant concerns" about the government's compliance with generally accepted accounting principles.





The USA



United States Government Accountability Office
Washington, DC 20548

Comptroller General
of the United States

MEDIA ADVISORY

GAO: U.S. Financial Statements Receive Disclaimer of Opinion

Government Accountability Office (GAO) is prevented from expressing an opinion on the consolidated financial statements of the U.S. government due to a number of material weaknesses related to financial systems, fundamental recordkeeping, and financial reporting.



The USA



United States Government Accountability Office
Washington, DC 20548

Comptroller General
of the United States

MEDIA ADVISORY

GAO: U.S. Financial Statements Receive Disclaimer of Opinion For 10th Straight Year

Government Accountability Office (GAO) is prevented from expressing an opinion on the consolidated financial statements of the U.S. government due to a number of material weaknesses related to financial systems, fundamental recordkeeping, and financial reporting.



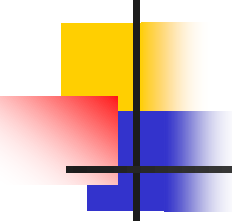
Comments

- I have seen this myself
- I know this is not your world...but it may be one day...



No crooked accounting...!

- A woman wanted to know what $2+2$ was so she went and asked a _____
- Reminder: we don't pre-determine the results of our financial reports...or other analyses



Someone I know who interviewed in the public sector

- Job interview question: “the DM gets a bonus for spending less than X on _____. Would you book costs in the incorrect account, to ensure the DM gets their bonus?”
- His answer: No, I wouldn't
- Result: He did not get the job
- Conclusion: He is still not sure what they were looking for – an ethical person or a crooked accountant...



Ethics

- Were you taught ethics at university?
- Can you lose your university degree/college diploma for being unethical in the business world after graduation? Generally no, but you can lose your CPA...



Ethics - intro

- Ethics is often an issue in the public sector
- Have you ever faced an ethical issue in government? A large proportion who I surveyed have
- About 15% of private sector accountants have had to resign a position/drop a client due to ethics, based on my survey



Assumption

- You have likely had other ethics training, I am going to generally assume you know what is unethical, and what is not allowed in the your level of government
- There are is also the CPA Rules of Professional Conduct, for CPA's



Rule of Professional Conduct

26. The CPA must not prepare, produce or sign declarations, letters, certifications, opinions, reports, presentations, financial statements, opinions or any other statement or document, out of convenience or when he knows or should know:

1° either that they contain false or misleading information;

2° either that they omit or conceal information the omission or concealment of which is likely to induce in error;

3° either that they contain information not in compliance with laws, rules of the art or standards applicable.

In the same way, he must not associate himself with such statements or documents.



Important

- Something can violate 205/26, but not break any law of Canada...
- Example: you give some false budget numbers to a colleague, this likely does not break any law in Canada - but is CPA unethical...



The truth is important

- If you tell the truth, you don't have to remember what you said
- We can all be tempted to lie at time, but no one likes to be lied to



Put CPA Ethics up on the wall,
in case of ethics challenges...?



Chartered Professional Accountants of Ontario **CPA Code of Professional Conduct**

305 False or misleading documents and oral representations

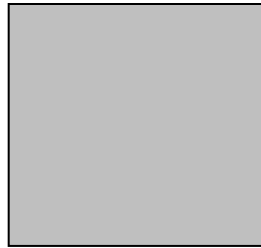
305-1

A member of the CPA must:

- 305-1.1 not prepare any financial report, statement, representation or financial statement unless the member is duly qualified to do so, and is acting in the public interest and the reporting or other person is not a member of the CPA.
- 305-1.2 not prepare any financial report, statement, representation or financial statement unless the member is duly qualified to do so, and is acting in the public interest and the reporting or other person is not a member of the CPA.



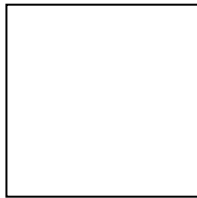
Some might say, "it's just a gray area..."





“It’s just a gray area...”

- No, ultimately, if it looks gray, it needs to be pushed into one of these boxes for you:





It's just a gray area

- Name of a seminar by a CFO who got out of jail: *The gradual slippage from "it's just a gray area to what were we thinking?"*
- Little matters become big matters, little compromises become big compromises





BAU 2: Example 5: Richard Scrushy



- **Jail:** U.S. Penitentiary in Beaumont, Texas
- **Release Date:** June 8, 2013
- **Crime:** Former HealthSouth Chairman and Chief Executive Richard Scrushy, 56, was found guilty of bribery and mail fraud for his participation in a scheme to pay \$500,000 bribes in return for a spot on a state regulatory panel.
- **Prisoner Number:** 24463-001

Ethics - pressure

- In a situation, think about being in court or at the disciplinary hearing or in the news





Ethics – some advice

- What is the intent? Can the intent be achieved ethically? (Example later)
- Is it illegal? (Consult a lawyer)
- Is it fair?
- What would people think?
- What is the impact on the various stakeholders?



What to do under pressure

- Play dumb (may help you get around a problem, won't help in court/disciplinary proceedings) - examples to follow
- Tell them to put it in writing
- Suppose they refuse? Send them an email to confirm the instructions
- Explain the situation in another way



From: Stephen Priddle [<mailto:spriddle@government.ca>]

Sent: November-08-19 4:27 PM

To: David Fraud <deputyminister@government.ca>

Subject: Your request

David,

This is to confirm that at 10 AM in the large meeting room at 101 Athabasca St, you requested me to falsify the October 502 report to the Minister to conceal the spending on your trip to Hawaii at taxpayer expense.

Stephen Priddle

INVOICE

Harkom Corporation

1 Hamilton Drive

Canada

BILL TO

Asia Imports Limited

Asia

INVOICE #

101112

INVOICE DATE

30/11/2018

DESCRIPTION

AMOUNT

One Fiber Optic Multiplier XG442 Unit

100,000.00

TOTAL

\$ 100,000.00

INVOICE

Harkom Corporation

1 Hamilton Drive

Canada

BILL TO

Asia Imports Limited

Asia

INVOICE #

101112

INVOICE DATE

30/11/2018

DESCRIPTION

AMOUNT

One Fiber Optic Multiplier XG442 Unit

10,000.00

TOTAL

\$ 10,000.00



The boss/colleague who is tempted

- Sometimes you can reform them
- “This is why we can’t do this and these are all the implications of doing what you suggested”
- “You will never win in the end, going this way”, eventually, people will find out/the auditors/Internal audit will catch it”
- “Let’s always take the ethical “high road”

A story

- Owner won't pay court settled mandated royalty
- CFO keeps insisting it be paid
- The owner throws a pencil at the CFO!
- Owner finally says, "I hate you and love you because of your honesty, I will pay it!
- Deep down, they know it is best to be surrounded honest people





Confession

- A long time ago, I was not that ethical
- One day, I “stole” a short long distance call from my government employer!
- I would never steal goods from a store, but I rationalized it somehow
- (I later paid it back)
- This was when I was young and foolish, I reformed shortly after, it is a long story...





Ethics - pragmatically

- Keep a chronology of all events
- Be very careful before going above your boss to their boss
- Huge personal and career implications of taking a stand
- You may have to resign

Ethics – your organization

- Have you ever called your whistleblower line?





Later

- A story of a friend of mine once called the Federal whistleblower line of the time...

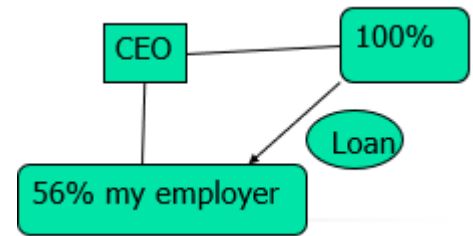


Let us work through some real life cases

- That will have important lessons



Real life mini case #1



- The CEO wants me to record and pay interest on a loan from his company, at a rate that is higher than the board-approved loan agreement specifies
- What should I do?



Someone responded...

- Steve you need to tell me my **salary** first!
- (the right thing to do is independent of your salary!)

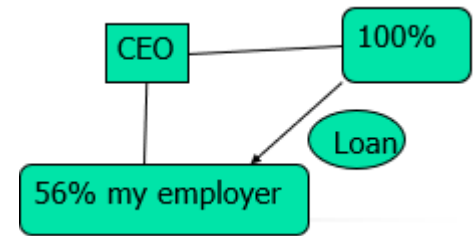
Ethics - what do you do?

- Call 911?
- Call CPA ethics advisor?
- Call the auditors?
- Call the whistleblower line?
- Call the shareholders?
- Call the bank?
- Call your lawyer?
- Other?





Real life mini case #1



- The CEO wants me to record and pay interest on a loan from his company, at a rate that is higher than the board-approved loan agreement specifies
- What should I do?
- Solution: Play dumb, this seems to be the wrong rate. I cannot, the agreement specifies the rate. However, if the Board approves an amendment to the agreement, I can.
- Lesson: Appropriate approvals sometimes remove ethical problems and illegal activity



Question

- Steve, sometimes in government, people approve things they shouldn't
- Answer: wait for mini case #4



Note

- You have to consider the CEO's attitude after this incident
- Does this indicate he is fundamentally pretty unethical, are there are going to be lots more challenges, and perhaps unethical things you don't know about will come out and embarrass you?
- Should you be looking for another job?



Question

- Does saying, “I was just following my boss’ orders”, avoid ethical problems?
- Answer: no!

Nuremberg trials 1945-46 of Nazi leaders for war crimes



I was just following Hitler's orders,
I am not responsible



The answer





It is tough when you are young and starting your career

- Versus 64 years old and your pension is set

Ethics Young

**DO SOMETHING
UNETHICAL**

- On-line attendee comment, San Francisco:

2018-07-27 9:22:18 AM from Richard Kent

Hide

Print

Answer

Delete

Q: CEO asked me if I would play ball. I was 26 years old. I immediately found another job. But after I left they shipped product to a warehouse. Board found out and called the SEC. I testified in front of the SEC for 10 hours. Not fun even when ethical.

A: Thank you for your response!

**CAN'T RECORD
REVENUE SHIPPING
TO YOUR OWN
WAREHOUSE**



Real life mini case #2

- I must sign a document for the bank, on the receivables at May 31 that will be margined for loan purposes with the bank at 75%
- CEO wants to include receivables for which credit notes have been issued since May 31. Bank agreement doesn't discuss the treatment of credit notes
- What should I do?
- Solution: Probably mis-leading, therefore unethical, receivables don't really exist for all intents & purposes. Therefore cannot, unless CEO allows me to **disclose** this situation in a note
- Lesson: Full disclosure sometimes takes away the ethical dilemma, the communication is no longer misleading



A recent personal ethical issue

- I am in a store and I accidentally break some merchandise!

A recent personal ethical issue

- I am in a store and I accidentally break some merchandise!





Real life mini case #3

- The CFO and I (the Controller) disagree on revenue recognition on a contract that is coming up, he wants to recognize revenue three times on the same deal.
- What should I do?
- Solution: _____
- Lesson: _____

Real life mini case #3

- The CFO and I (the controller) are in control of revenue recognition on a deal that is coming in. The CFO wants to recognize revenue three times on the same deal.



- What should I do?

- Solution: _____

- Lesson: _____



Real life mini case #3

- The CFO and I (the controller) disagree on revenue recognition on a contract that is coming up, he wants to recognize revenue three times on the same deal
- What should I do?
- Solution: Can't, S. 3400 of Handbook, Got CEO involved to help. Agreed to let auditors settle the argument.
- Lesson: Get someone else involved. Third parties like auditors may help to settle ethical dispute.

Real life mini case #4



- The CEO claims medical expenses not covered in her comp package, Chair of the Board has approved this, cheque is in the CFO's in-basket, CEO has signed it, waiting for 2nd signature
- What should the CFO do?
- Creative solution: He prepared his own fake policy-breaking claim, which she refused, CEO's hypocrisy revealed, she realized she was being unethical, problem solved without a word.
- Lesson: Sometimes there is a creative solution, although there are risks.



“Hold on a second, I just have to make a phone call....”

- You start calling your whistleblower line!

1-800-WHISTLE



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Note

- Playing dumb allows the possibly unethical person to be beat a graceful retreat, rather than getting defensive and fighting you....



Also

- To protect myself in a case like this, I would send an email to a colleague beforehand, saying my expense claim is not real, it is a test...



It goes without saying, don't accept bribes

- A bribe offer where I once worked in the federal government



Bribe request I heard about recently (seminar attendee)

- *"It will take several months for your company to get government approval, by the way I would like my son to study at university in Canada, this is what the tuition fees cost"*
- Response from Canadian company: "we can wait"



Note

- The problem is not being unable to recognize what is unethical, but recognizing it and not having enough “backbone” to say no! (that is the moral courage)





Internal audit – public sector ethics dilemma

- Internal auditor finds suspicious actions related to research grant surpluses
- Was told not to ask questions, effectively an audit scope limitation
- Complained to Audit Committee Chair who was rude and also said “don’t ask those questions”
- Ended up having to quit



Internal audit

- Sometimes, internal auditors take this course
- A perspective on internal audit



Internal audit

- Internal audit in a crown corp I worked for was a 2-3 year assignment for an employee, and then they were back to their old job
- This was valuable experience for them and they did good work
- But they were all afraid to tick off important company executives with tough reports, because it would hurt their career in the organization...



Internal audit

- Solution: internal audit hired from outside and only work in internal audit...then leave the company...

Ethics - ideas



- Taking a new job and then finding out the boss or the unit is crooked is not good
- Tips:
 1. Research the org/people first
 2. Make your ethical approach known in the interview avoid crooked employers, bosses
- May limit your possible jobs, but ...
- Suppose the leadership changes?

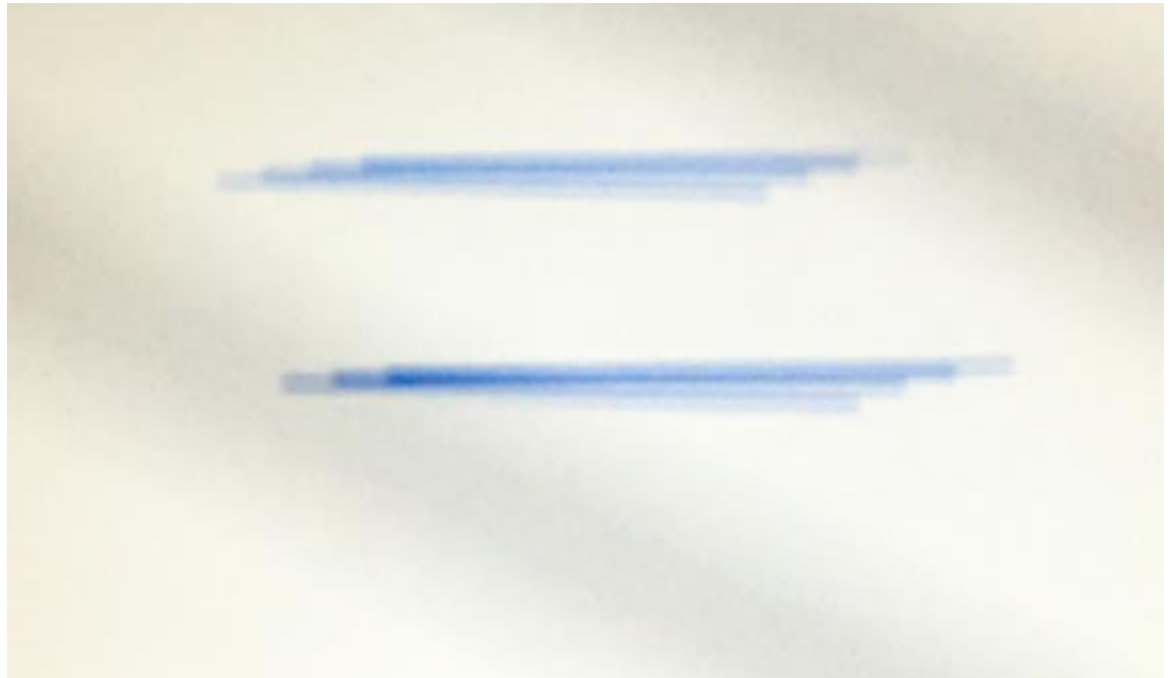


Research

- Google
- Your connections....
- www.ratemyemployer.com
- www.glassdoor.com
- Former employees



Are you willing to...



Are you willing to...





Interview line – public company

- You will get rich, we will backdate your stock options

The Criminal Implications Of Backdating Stock Options



More than one hundred companies have been implicated in the recent federal inquiry into stock options backdating.¹In July and August 2006, criminal charges were filed against executives from

Interview for CFO job of US public company

What is important to you?

Ethics



Interview for CFO job of US public company

That could be a problem...

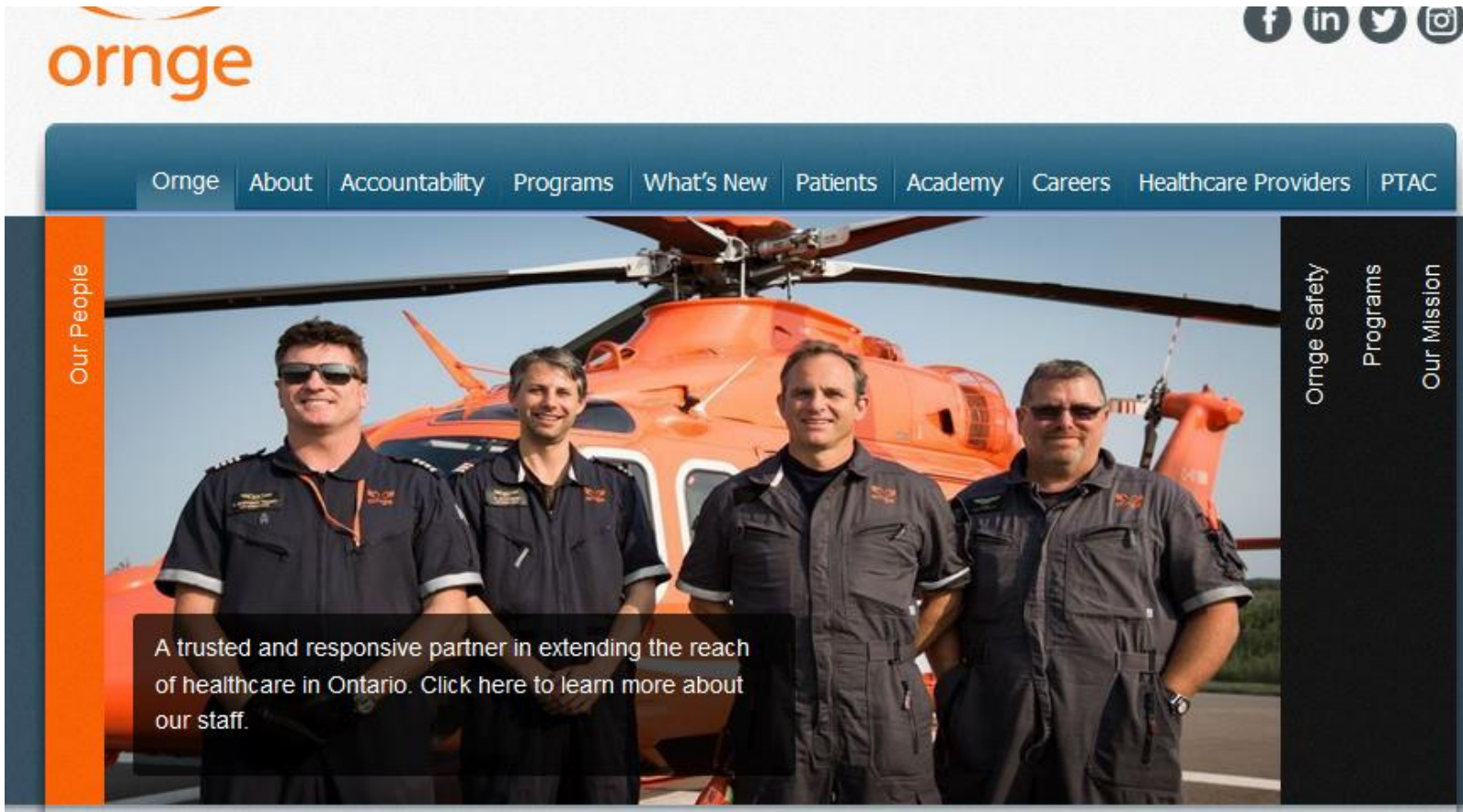




Public sector job interview – a man I know – CFO position

- They couldn't give clear answers about the organization's activities and everything was strange
- His "gut" told don't work there....
- He told them "I think you will have to hire someone else, I am not the right guy for the job"
- The organization was**Air Ornge**

The organization – before the scandal blew up



Ornge scandal: Ex-CEO Chris Mazza should be in jail, not ER, says MPP

Chris Mazza was fired as head of ORNGE, Ontario's air ambulance service after he set up spinoff companies being probed by police

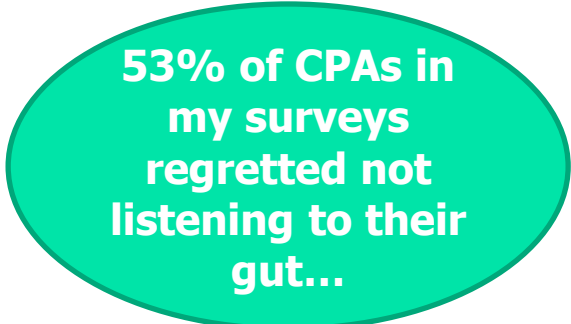


Chris Mazza went on medical leave in 2011 before he was fired by the Liberal government as the head of the province's air ambulance service. (RENE JOHNSTON / TORONTO STAR FILE PHOTO)



New course

- **Ethics – That Feeling In Your Gut**
- This course considers the crucial role of your “gut” in ethical decision-making and includes a provocative discussion of ethical issues in accounting, tax and business. The presenter shares personal and other experiences with ethically challenging situations and their resolution. **2 hour video,**



**53% of CPAs in
my surveys
regretted not
listening to their
gut...**



My ethics research failure

- I found a **best-selling business book** partially about my unethical CEO in the public library, after I quit the job for ethical reasons
- If I had read the book before the interview, I would have never taken the job. What was written suggests he wasn't very ethical



Ex-CEO of mine in book

- “M reached millionaire status by the time he was twenty-five”
- “He became the CEO’s hatchet man...”
- “More than the CEO himself, the person people feared at ___ was M”
- “M comes across as the true villain in the company”
- “M stabbed her in the back... M was a loyal henchman”



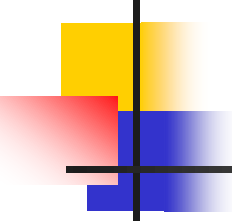
From recent customer quotes from the Internet about him and the company I used to worked for

- Ethics – “he was caught illegally using _____”
- “A narcissistic man ...he's paranoid ...”
- “They have created a website called **companynamesucks.com**”

Ethics - comments



- “A person without ethics is a wild beast loosed upon the world”
- My belief and experience:
- Integrity = success (in the long run)



Public sector procurement ethics story – a friend

- “I was given the responsibility for a -- project” (federal government)
- “My project evaluation team selected a small company ... This decision was a great disappointment to three of the largest -- companies in Canada”
- “These three companies....formed an unprecedented consortium”



Procurement ethics


- “The consortium’s proposal for the second phase was quite deficient in its technical aspects. Furthermore, their proposed cost was (way higher)”
- “My boss repeatedly gave the hint that I ought to follow the instruction given (*that consortium should win for political reasons*) I had no choice but to bring these distinctive differences to the attention of the --”



Procurement ethics

- “My big boss asked my supervisor to inform me that “he wants blood on the floor.”
- “Shortly afterwards, my big boss decreed that my Section would be closed and I got the notice to be transferred out of my job”

Procurement ethics

- “I went to talk to the lawyers of the Public Service Commission” (Whistleblower line of the time) 
- “After listening to what I told them in terms of what I went through, they were all too eager to take on my case in defending my rights”



Procurement ethics

- “Four years later my former big boss retired, and my former supervisor assumed his job.”
- “Very soon, I was really surprised to hear that my former supervisor was dismissed because of a sexual harassment allegation”
- **“The ADMTo my complete surprise ...personally called me and offered me the job of my former supervisor”**



Sidelight

- I am annoyed about something I recently discovered
- A guy paid me to teach him about ethics in a course like this
- Then he was **arrested for defrauding** two of his employers, including a government body, while he attended the course
- He was sentenced to four years prison

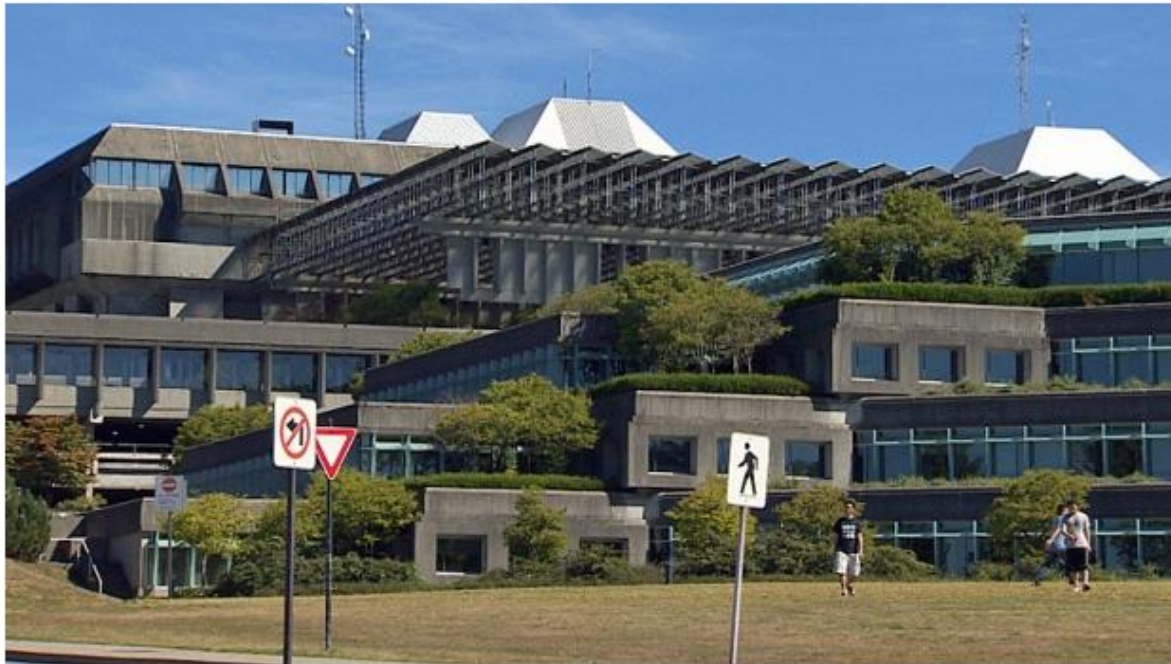




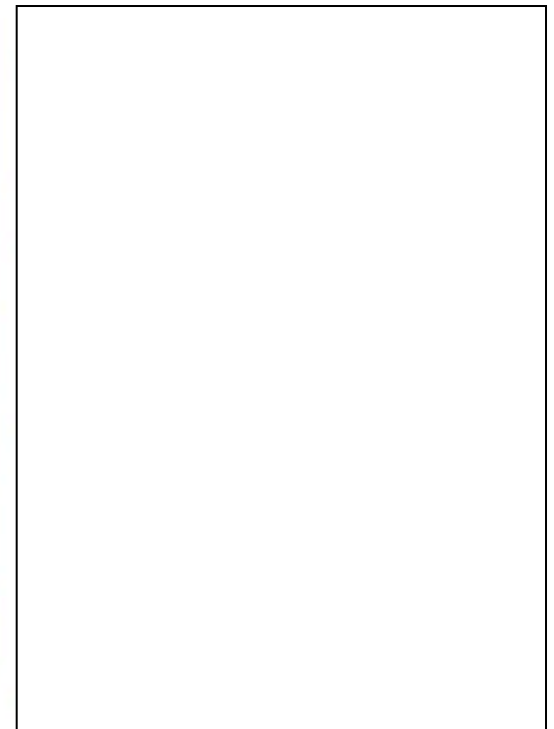
Former SFU accountant sentenced 4 years for \$800K fraud

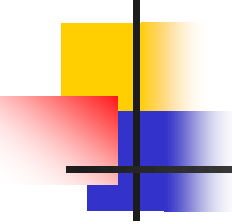
Siamak Saidi admitted to defrauding both SFU Faculty of Science and Cultus Lake Park Board

CBC News | Posted: May 02, 2014 6:40 AM PT | Last Updated: May 03, 2014 10:11 AM PT



Siamak Saidi worked for SFU for less than two years, but in that time the chartered accountant was able to steal more than \$800,000 from the Faculty of Science.

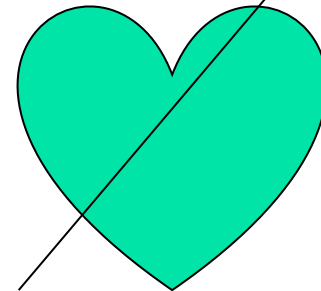




Are there good accountants
and unethical accountants out
there?

Are there good accountants and unethical accountants out there?

- “If only there were evil people somewhere insidiously committing evil deeds, and it were necessary only to separate them from the rest of us and destroy them. But the line dividing good and evil cuts through the heart of every human being”
(Solzhenitsyn)





A recent seminar attendee

Hello Stephen,

Seminar was great! Full of good tips and made me in fact thinking quitting my job...

(public sector employee talking about ethics)



Another e-mail to me

- *"I quit my job on January 13, because I had a professional obligation to quit as required by the CPA Code or Professional Conduct ..the course that I took with you this fall helped me make this very hard decision."*



Note

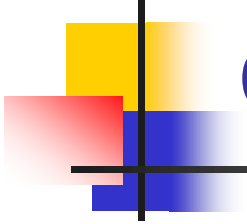
- Only about 3 years of my career in total have been very ethically challenged ...I just had a lot of stories on them in this part of the session
- I also change jobs much less frequently than it might sound...



Sharing

- Would you like to share a government ethics issue you once faced, write it up ... "once upon a time"
- Send me an email, you qualify for the prize draw

People ask about my other courses





More courses: ethics

- **Ethics – More Than Just The Code of Conduct**, 2 hours
- **Ethics that Feeling in Your Gut**, 2 hours
- **Build Your Ethical Muscles** 2 hours
- **Ethics – Where The Rubber Meets The Road**, 2 hours
- **Ethics, Use As Prescribed & Directed**, 2 hours
- **Ethics, Don't Leave Home Without Them**, 2 hours
- **Ethics, Some Different Angles**, 1 hour (about 20 minute overlap with this course)
- **Ethics for Government Accountants**, 1 hour (about 10 minute overlap with this course)



My other courses

The business version Practical Tips for
Not-For-Profit Leaders

Practical Tips for Controllers & CFOs, 8 hours,
over 11,000 seller

The government accountants' version:

Practical Tips for Government Accountants,
6 hours



My other courses

Practical Financial Negotiation Tips 4
hours

**Ten Practical Topics for Financial
Leaders,** 4 hours

Practical Work Smarts for All, 2 hours

**Practical Tips To Get Through a Cash
Crisis,** 2.5 hours



More

Practical Tips to Improve Your Internal Financial Reporting 1.5 hours

Elevate Your Career With More Strategic Thinking, 2 hours



More

Contract Review Tips for Accountants 1 hour

Practical Foreign Exchange Management, 1 hour

Sharpen Your Business Loan Negotiating Skills, 2 hours



Note

- For full course information in English, see www.practicalpd.com



Closing

- Was the video boring?
- You can request get filled in slides by email to spriddle@bell.net and enter the draw contest
- Thanks for listening

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PD