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Margaret MacDiarmid
Ministry of Labour, Citizens' Services and Open Government
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Honorable Minister,

Congratulations on your appointment as Minister of Labour, Citizen Services and Open Government. I am writing to you to advocate the refinement, and verification of British Columbia's Official Population Statistics created by BC Stats, of the Ministry of Labour, Citizen Services and Open Government. Also, I continue to seek resolution to the discrimination I was subjected to while employed by the Ministry of Labour, Citizen Services, as the Population Analyst for BC Stats from 2002 to 2006.

In reply to my requests for a resolution, MLA Ron Cantelon's office has provided the Ministry of Labour, Citizens' Services and Open Government "Guide To The British Columbia Labour Relations Code" wherein it states the Minister has the authority to:

"Make appointments of mediators, industrial inquiry commissions, and/or special officers to assist parties in resolving their labour relations disputes."

I would very much like to have an opportunity to discuss the real matters in dispute including the real methods used to create BC's Population Statistics, including the culture of the BC Public Service, and to resolve differences with the Ministry of Labour, Citizen Services and Open Government.

"The Ministry plays a leadership role in transforming service delivery to British Columbians. Fulfilling this role depends on a committed and skilled work force operating in a customer-focused, innovative and results-oriented culture."

Continuously, since 2002, in hundreds of letters, emails, phone calls, I have advocated to government officials, that BC Stats make public the real methods used to create population estimates, including the use of telephone landline data (see website below). I would like to thank the Ministry and the new management at BC Stats for making public the 2011 methods, thus revising the 1998 Generalized Estimation System (GES) methods paper. Between 1998 and 2011 there were many changes to the methods that were not open to peer review nor made public. Further, easily implemental steps can be taken to meet BC Stat's goal, to provide reliable information. See link to letter to BC Stats below.

These numbers must be verifiable to ensure they are not changed outside of the model. For example, the previous Executive Director attempted to reduce error by removing selected municipalities from the GES model. Alternatively, I developed and tested a hypothesis that

determined why the error in the GES was so high.

Also, I made many improvements to various methods and models, such as the monthly interprovincial migration estimates using Child Tax Benefit data, and created the successful estatsBC program providing regional profiles from the Regional Index, the LIQUIDS database, and all BC Stats' population data. While these improvements were successful and appreciated by many, my co-workers in the Population Section considered improvements, and innovators, to be confrontational. Instead of being recognized in a positive way, I was subjected to discrimination then fired while a grievance was before the Deputy Minister.

The recent change in management at BC Stats provides an opportunity for open and frank discussions regarding the real methods used to create population numbers without the adversarial, aggressive, antagonism displayed by BC Stats' former Executive Director and the Director of the Population Section.

Also, I am encouraged by the effort being made by the Ministry and the BC Public Service Agency to "*transform the culture of the BC Public Service to one that offers a more positive and productive employment experience.*" Perhaps this refers to changes necessary to ensure what I went through will not happen again. Was an investigation into my case conducted ?

BC citizens deserve to work with reliable, verifiable well explained population numbers. Methods should be tested and results should be made available for peer review as is done with Statistics Canada. Methods should be publicized when changed. Analysts should be allowed to provide creative solutions and advocate openness without reprisals, including dismissal.

These are very interesting times, with many challenges resulting from many transitions, including the fluctuations in the age distribution (boom, bust, echo, and now another bust moving through grade school), fluctuating migration (net interprovincial migration is again becoming negative as it did in the early 1980s and the late 1990s), the changes in technology, as well as the efforts to address changes in the work environment in the Ministry of Labour, Citizen Services and Open Government.

Please accept my invitation to discuss these matters further.

Yours truly,



William Warren Munroe
www.wminfomatics.com/WP/Home.html
Cc, BC Stats, MLA Ron Cantelon