

Part: **Financial Management and Administration**
 Section: **Treasury Board's Risk Management Policies**
 Subsection: **Other Risk Management Policies**
 Policy: **Employee Liability Protection**

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Employee Liability Protection

- Objective** *The objective is to outline employee protection against personal liability incurred in the course of employment.*
- Authority** *The Financial Administration Act, 1993, clause 5(a), subsection 10(2)*
- Applicability** This policy applies to ministries.
- Treasury Board Policy**
- .01 The Government will not hold employees responsible for loss resulting from an honest mistake, an error of judgment, or inadvertence in carrying out the duties of their office.
 - .02 The Government will provide employees with such further or other protection as it deems advisable in the circumstances whenever employees are sued in their personal capacity for actions taken in the course of their employment, provided the employees have acted in good faith and honestly believed that their action was within the scope of their authority or otherwise in the public interest.
 - .03 Additional protection to special groups within the public service will be authorized only in extraordinary circumstances. The Director, Risk and Support Services, Ministry of SaskBuilds and Procurement, is responsible for deciding government policy on all insurance matters.
- Provincial Comptroller Directives**
- .04 If additional insurance coverage is required, contact the Director, Risk and Support Services, in accordance with [Section 4125 Insurance](#).
 - .05 Coverage given to special groups should be such as to protect them against judgments levied against similar groups throughout Canada or in line with coverage given to similar groups within the Government.
 - .06 Where an employee is being sued, the permanent head reviews the actions of the employee to establish that the employee was acting in good faith within the scope of that individual's employment responsibilities. Ministries should contact the Ministry of Justice regarding further advice.

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References

- [3112 Petty Cash and Cash Register Float Losses](#)
- [4100 Other Risk Management Policies](#)
- [4105 Reporting Incidents of Fraud or Similar Illegal Acts](#)
- [4110 Compensation for Loss Payments](#)
- [4115 Fidelity Bond](#)
- [4125 Insurance](#)

[Saskatchewan Public Service Commission Human Resource Manual, PS 813 – Employment Indemnity](#)