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 Building *Nunavut* Together
 Nunavut liuqatigiingniq
 Bâtir le *Nunavut* ensemble

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 Honourable Margaret Nakashuk
 L'honorable Margaret Nakashuk
 Nanngariyauyuq Margaret Nakashuk

Mr. Graham Steele
 Office of the Information and Privacy Commissioner
 P.O. Box 1000, Station 270
 607 Queen Elizabeth II Way
 Iqaluit, Nunavut, X0A 0H0

Via Email: admin@atipp-nu.ca

DATE: August 3, 2022

Dear Commissioner,

RE: Response to Review Report #22-218-RR and Recommendations for File #22-111- Privacy Breach

Thank you for your letter dated May 26, 2022, and the Review Report and recommendations, dated May 26, 2022, regarding the above-mentioned file.

Please be advised that the Department of Human Resources welcomes the report and accepts the recommendations.

Recommendations #42 and 43:

I have attached a letter from my Deputy Minister, Les Hickey, which outlines all the actions the Department of Human Resources has taken in keeping the four commitments and to ensure the risk of similar incidents in future is mitigated.

Regards,

Hon. Margaret Nakashuk
 Minister of Human Resources

cc: Les Hickey, Deputy Minister, Human Resources
 Applicant
 Peterkin Chakonza, Director, Policy, Planning & Communications, Human Resources
 Safiatou Traore, ATIPP Coordinator, Human Resources

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August 02, 2022

Dear Commissioner,

RE: Response to Review Report #22-218-RR and Recommendations for File #22-111-Privacy Breach

In response to your May 26, 2022, letter to the Minister of Human Resources, Hon. Margaret Nakashuk, in which you shared your Review Report #22-218-RR and recommendations, I am providing this reporting letter, as per recommendation #43 of the report.

Below is an update on the four commitments we made in our letter of March 8, 2022, to ensure to mitigate the risk of similar incidents occurring in future.

1. My department will continue to stress to Staffing Consultants and all hiring managers the importance of keeping all our competitions confidential and, when communicating to candidates, to relay the same consistent message to all our candidates individually.

Status:

Staffing Managers and supervisors are having ongoing training and reminders to all new and existing staff in the Staffing divisions on the importance of candidate privacy and confidentiality, particularly on not using the BCC and CC fields when emailing candidates throughout the recruiting and hiring process.

2. My department will review and update the Staffing Manual to include more detailed communication process with candidates and panel members and a detailed process for video screening, interviews, and appeals.



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Department of Human Resources
Havaktuliqiyikkut
Ministère des Ressources humaines

the need for my department to continuously work to improve processes and carefully consider the protection of privacy in all our work.

Sincerely,

Les Hickey
Deputy Minister, Human Resources

cc: Hon. Margaret Nakashuk, Minister of Human Resources
Applicant
Peterkin Chakonza, Director, Policy, Planning & Communications, HR
Safiatou Traore, ATIPP Coordinator, HR