





Response:

Please note that Health HR does not have a “do not hire” list. If someone’s employment is terminated there are sometimes conditions that are communicated to the individual and union representative that prevent them from being hired for a certain period of time. This is handled between a department, the individual and where applicable the Union, and with input from the Department of Human Resources. Health does not recommend preventing EMP1 from pursuing other opportunities with the Government of Nunavut, as it may create risks for the employee.

Health has mechanisms in place through the hiring process of Indeterminate hires such as references/internal references/and licence restrictions.

[84] I recommend that Health develop a written policy with respect to the procedure for laying a professional disciplinary complaint in cases of data intrusion.

Response:

For your recommendations regarding written policy with respect to the procedure for laying a professional disciplinary complaint, we already have a “Managing Nursing Professional Practice and Professional Conduct” policy, which provides guidance on how to manage professional misconduct allegations, including breach of code of ethics (i.e. Case of data intrusion). While the policy speaks specifically to nursing, the same principles and steps apply to all healthcare staff when managing practice and misconduct concerns. Please find the attached policy.

By referring to the above policy, the Managers including Supervisors Community Health Programs, Directors, and Executive Directors are aware that they will have to report professional disciplinary complaints when received against indeterminate and casual staff to the regulatory and professional bodies for registered nurses such as College and Association of Nurses of the Northwest Territories and Nunavut (CANNN). Health commits to reminding staff about these resources and the process for complaints and concerns about professional practice.

Thank you for your attention to this matter.

Matna,

A handwritten signature in blue ink, appearing to read "John Main".

Hon. John Main  
Minister of Health  
Minister responsible for Suicide Prevention

cc: Megan Hunt, Deputy Minister of Health

Muruges Naranan, ATIPP Coordinator, Health  
Ron Elliott, Political Advisor to Minister Main

Enclosed: Health Information Privacy Policy  
Memo - Implementing Proactive Monitoring  
Managing Nursing Practice and Professional Conduct Policy