

Havakvia Minista Pamela Hakongak Gross 「ひくくに」 H석⁵みむ りらい ハハマらん しゅつ Office of Minister Pamela Hakongak Gross Bureau de la ministre Pamela Hakongak Gross

## **Graham Steele**

Information and Privacy Commissioner Email: admin@atipp-nu.ca

September 18, 2025

RE: Review Report Privacy of Independent Medical Exam Reports

NUIPC file: 25-114

Dear Mr. Steele,

Thank you for your letter and your Review Report 25-289-RR.

I agree with your recommendations in paragraphs 87, 88, and 89 of your report related to the handling of independent medical examination reports and have directed the Department of Education to follow the recommendations accordingly.

With regards to the use of WhatsApp by senior management, we appreciate your recommendation. Over the past year, the Department of Education has moved much of our senior management communications to the Microsoft Teams platform. In addition, WhatsApp is to be completely discontinued for sensitive matters, such as human resource issues. Still, there are instances when department officials use WhatsApp, for example, to request urgent meetings, notify of building closures, and share other urgent matters related to school operations, such as fires, power outages, and compromised building conditions. We will continue reviewing our practices with the goal of further strengthening compliance with your guidance.

Thank you again for your thoughtful review report.

Sincerely,

Pam Gu

Pamela Hakongak Gross

Minister of Education

CC: Rebecca Hainnu, Deputy Minister

Arielle Stockdale, Director of Policy and Planning, Education Mary Kilabuk, Intern Director of Policy and Planning, Education