

# President's Letter

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President

## **ATIPPA Salary Disclosure includes Salaried Physicians**

- Government and the RHAs have a legal obligation to comply with this ATIPPA request
- The Information and Privacy Commissioner supports the release
- The disclosure includes all salaried RHA employees
- Information on salary and bonus scales for salaried physicians currently exists in the public domain

Dear Colleagues:

The province's regional health authorities have received requests under the *Access to Information and Protection of Privacy Act (ATIPPA)* to disclose the name, job title and corresponding annual salaries and any other taxable income (e.g. additional workload payments, retroactive adjustments, etc.) for all RHA employees whose 2015 earnings was more than \$100,000. This information will be released to the applicant who filed the information request in accordance with the *Act*.

The NLMA does not have an objection to this process as the law states that a disclosure of personal information is not an unreasonable invasion of personal privacy when the information disclosed is about the person's position, functions or remuneration as an employee of a public body.

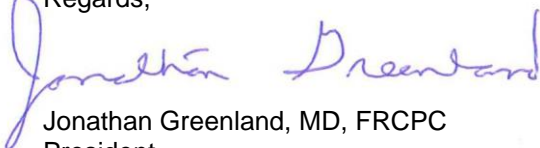
The NLMA appreciates that some salaried physicians may feel uncomfortable or even vulnerable as a result of this disclosure; however, the government and the RHAs have a legal obligation to act on this *ATIPPA* request.

The release of this information is also supported by Information and Privacy Commissioner Ed Ring who is satisfied that this disclosure is in full compliance with the law, as stated in his [commentary](#) released yesterday.

It is important for members to note that this disclosure pertains to all salaried employees (e.g. managers, doctors and others). Furthermore, information on salary and bonus scales for salaried physicians is already included in our MOA, which is a public document. Therefore, this release is a more explicit organization of data that is already in the public domain.

Letters issued by RHAs to employees who are included in the disclosure indicate that employees have 15 business days from the date of the letter to submit a request in writing to the Information and Privacy Commissioner or the Trial Division to review the decision to disclose their name. [Section 40 \(4\) \(a\)-\(h\)](#) of *ATIPPA* outlines when disclosure of personal information is considered an unreasonable invasion of personal privacy.

Regards,



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