

Definition/Description:

Description of PHIA education/training for WRHA Staff

Source:

Director, Access and Privacy, Winnipeg Regional Health Authority
Credentials Coordinator

Findings/Highlights:

- PHIA training is mandatory for all incoming staff of the Winnipeg Regional Health Authority. Following the training, all staff must sign a Pledge of Confidentiality.
- WRHA policy states that this Pledge must be signed within the probationary period. If an individual's position requires that he/she have access to a data including personal health information, the individual must sign the Pledge prior to use of that data.
- The WRHA is currently working towards ensuring that all employees of the former health authorities (WHA and WCA) have participated in PHIA training and have signed a Pledge of Confidentiality.
- There is a plan in place to ensure that all current staff signs the Pledge of Confidentiality.
- The WRHA and WRHA facilities have the same PHIA policies. Each trustee is responsible for ensuring that they are in compliance with the policies.
- Physicians who have privileges through the WRHA are also required to attend a PHIA orientation and to sign a Pledge of confidentiality.
- For new physicians, this occurs as part of their orientation to the WRHA, and generally occurs within 3 months.
- A Process is in place that will ensure that all other physicians attend a PHIA orientation and sign the Pledge of confidentiality.
- The WRHA also has a Freedom of Information and Protection of Privacy Act (FIPPA) policy in place to protect employee confidentiality with respect to the collection, disclosure and use of personal information and personal health information.