

Adjudication

The process by which the AHS Employee Relations team determines if a non-clear CRC is satisfactory to allow the applicant access to AHS patients and facilities. This involves a risk assessment based on the information disclosed and its relevance to the position.

Clear Check

A clear result means that no information of potential concern has been identified by the agency (i.e. police service) that conducted the check.

Non-Clear Check

A non-clear result means that some information has been identified by the agency conducting the check; it is then up to AHS to review that information to determine whether it impacts the individual's suitability for the position sought and whether any other measures are warranted.

Criminal Record Check (CRC)

A CRC is a search by municipal police or RCMP that is conducted within the jurisdiction of where the applicant resides.

Educational institution

Educational Institutions offering clinical and non-clinical programs of study which require a student to complete a placement, and may require an instructor to participate in the placement.

Instructor

Person nominated by educational institution or AHS responsible for the supervision of a student on placement.

Not Satisfactory Check

All non-clear checks need to be evaluated, through a risk assessment, by AHS Employee Relations Security Screening to determine if the information disclosed on the check is of concern in regard to the position sought. A non-clear check that results in an adjudication decision that the individual cannot be engaged by AHS in that capacity is referred to as a not satisfactory check.

Placement

Practicum placement of a student for the purpose of fulfilling the practical component of their educational program.

Police Information Check (PIC)

A PIC is a detailed criminal and police history, or a confirmation of the absence of any information, based on the personal information provided.

Satisfactory Check

All clear checks are satisfactory. A non-clear check may also be deemed satisfactory subsequent to adjudication by the AHS Employee Relations Security Screening team.

Satisfactory With Conditions Check

A check will be deemed satisfactory with conditions in instances where a court disposition may impact the applicant's capacity to perform duties associated with their designated position. Conditions may also be placed on an applicant's satisfactory check when the nature of their check is such that their engagement by AHS, in the role for which the applicant has applied, poses a minimal and acceptable risk that can be managed by AHS through position modification, if and when this is feasible.

Student

An individual registered in an educational program participating in the placement and excludes post graduate medical residents, fellows, or any other student who receives a wage or salary directly from AHS.

Vulnerable Sector Search (VSS)

A VSS identifies the existence of a criminal record and/or pardoned sexual offence convictions. Only a police service can conduct a VSS. A VSS is required in addition to the CRC for positions of trust or authority towards patients.