

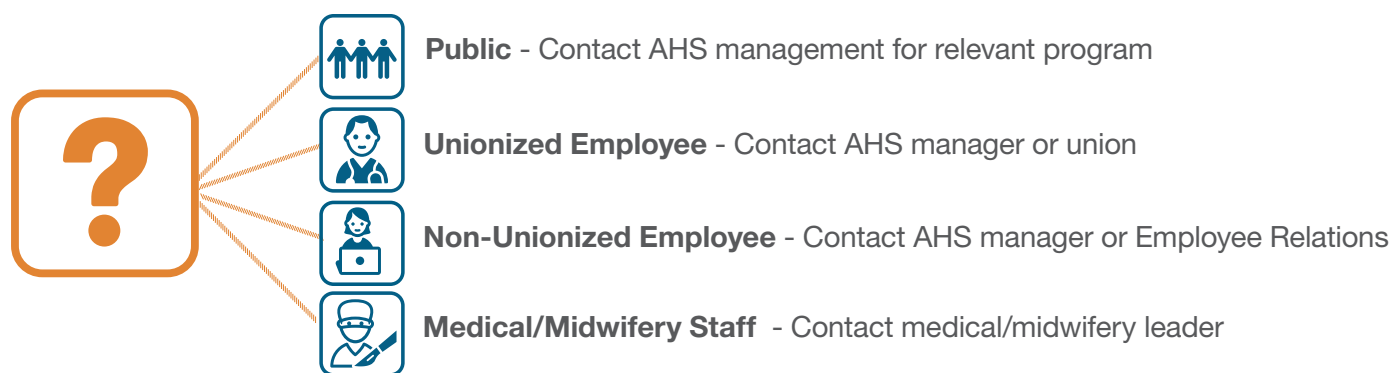
ETHICS & COMPLIANCE SCOPE OF SERVICES

The focus of our work is providing services related to the Code of Conduct, Conflict of Interest Bylaw and Whistleblower Policy.

Code of Conduct	Conflict of Interest	Whistleblower Policy
<p>Education & advice about Code of Conduct. Receive and review allegations of noncompliance.</p> <p>Refer related policy breaches to Human Resources as appropriate.</p>	<p>Education & advice about conflict of interest issues including the following:</p> <ul style="list-style-type: none"> • Conflict of Interest Bylaw • Declaration forms • Outside activities • Related persons working together • Political activity at AHS • Receipt of gifts/education 	<p>Education and advice about Whistleblower Policy and allegations of serious wrongdoing such as unlawful or dangerous conduct.</p> <p>Work with Public Interest Commissioner regarding issues under <i>Public Interest Disclosure (Whistleblower Protection) Act</i> involving AHS.</p>

Ethics & Compliance is not an appeal body for operational or policy decisions of AHS. Examples of these topics include the following:

Clinical or Business Decisions	Human Resource Matters	Workplace Investigations
<ul style="list-style-type: none"> • Decisions related to patient care • Restriction of individuals from AHS premises • <i>Mental Health Act</i> appeals • Limiting funds or personnel for programs or facilities • Vendor selection 	<ul style="list-style-type: none"> • Interpersonal conflict situations • Grievance/arbitration or collective agreement processes • Performance management • Attendance management • Disputes with insurers (Alberta Blue Cross, Great West Life, WCB) • Disciplinary action 	<ul style="list-style-type: none"> • Intervene in ongoing investigations • Hear or consider appeals for concluded workplace investigations • Influence disciplinary or remedial action flowing from a concluded investigation



Ethics & Compliance will refer requests for advice to other programs when the request pertains to:

- Scope of practice
- Research Ethics
- Clinical Ethics
- Requests for records
- Eligibility for insured health services
- Legal advice
- Billing disputes
- Reporting to a professional regulatory college
- Privacy breaches
- Food safety
- Issues with your doctor
- Personal service licensing