

Hi Robert,

Please find the answers to your questions.

Thanks,

Lucas

Which positions been exempted from the criminal record check requirement as a result of the recommendation?

Ahead of the release of the report and its recommendations, the municipality underwent a 2-3 year review process of all positions to determine which positions required security screening and, if required, what type of screening should be applied e.g. criminal record check. That thorough review process meant that the positions requiring a criminal record check, for example, had been determined to have a bone fide requirement.

My understanding is that the City still conducts criminal record checks when considering applications for outside workers who will be engaged in parks and roads maintenance. Is this correct, and if so, why has HRM chosen not to adhere to the recommendation in those cases? The overall safety and well being of all employees and residents is important to the municipality. Some parks and road maintenance positions have been deemed as requiring security screening in the form of criminal record checks. For example, these employees can be dispatched to work on playgrounds or near schools.

The municipality will look at each criminal record check on a case by case basis. A criminal record, on its own, may not rule an individual out from getting a job. The screening ensures the employer has the appropriate information to make an job offer to a potential employee and is part of the due diligence the municipality owes its residents and employees.



