

Registry Process Map for Suspensions, Terminations and Investigations Regarding Alleged Abuse Reports

As a matter of its contract with the Ministry of Health or with a health authority, an employer in receipt of public funding in BC is required to report to the Registry in writing every suspension or termination of an employee for alleged abuse.

Registry receives an Employer (ER) report of Alleged Abuse
 *ER also supplies a copy of the report to the Health Care Assistant (HCA) and the Union Representative of the HCA (where represented by a union)

HCA is an Employee of a Publically Funded Employer and the HCA is registered with the Registry.

HCA is suspended by ER

HCA is terminated by ER

HCA is suspended from the Registry

ER suspension is served and HCA returns to work

In the case of a termination, a non-unionized HCA may request the appointment of an investigator under the Registry

HCA Returned to the Registry

Union Grievance

Registry appoints Investigator

Grievance Not Resolved

Grievance Resolved

In the case of a termination, the union may request the appointment of an investigator under the Registry

Reinstated to the Registry (see note below)*

Not Reinstated to the Registry

Registry appoints Investigator

The Investigator provides a recommendation in writing whether:

1. The termination shall be sustained or not sustained
2. If the termination is not sustained, an alternate remedy should be utilized and
3. If the Investigator determines that the employee should remain suspended from the Registry; the investigator may determine the length of any suspension and may attach conditions necessary for the employee's reinstatement to the Registry.

The Investigator provides a recommendation in writing whether:

1. The employee should be reinstated or continue to be suspended from the Registry.
2. Determine whether or not the employee should remain suspended from the Registry; the investigator may determine the length of any suspension and may attach conditions necessary for the employee's reinstatement to the Registry.

***Note:** The ER must advise the Registry in writing if the employee is reinstated through the grievance procedure and where an employee is reinstated to employment (HCA position) through the grievance procedure the employee will be reinstated to the Registry. The HCA will not be reinstated to the Registry without ER assurance of public safety.