Dear [Redacted]

Re: Your request for access to information under Part II of the Access to Information and Protection of Privacy Act [Our File #: HCS/022/2018]

On February 16, 2018, the Department of Health and Community Services (the Department) received your request for access to the following records:

“All records and emails regarding risk of suicides in Labrador West from 2014 forward to, from or regarding Dr. Minal Mistry.”

I am pleased to inform you that a decision has been made by John G. Abbott, Deputy Minister for the Department, to provide access to the requested information.

Please be advised that you may ask the Information and Privacy Commissioner to review the processing of your access request, as set out in section 42 of the Access to Information and Protection of Privacy Act (the Act). A request to the Commissioner must be made in writing within 15 business days of the date of this letter or within a longer period that may be allowed by the Commissioner.

The address and contact information of the Information and Privacy Commissioner is as follows:

Office of the Information and Privacy Commissioner
2 Canada Drive
P. O. Box 13004, Stn. A
St. John’s, NL A1B 3V8
Telephone: (709) 729-6309
Toll-Free: 1-877-729-6309
Facsimile: (709) 729-6500

You may also appeal directly to the Supreme Court Trial Division within 15 business days after you receive the decision of the public body, pursuant to section 52 of the Act.

Please be advised that responsive records will be published following a 72 hour period after the response is sent electronically to you or five business days in the case where records are mailed to you. It is the goal to have the responsive records posted to the Completed Access to Information Requests website within one business day following the applicable period of time. Please note that requests for personal information will not be posted online.
If you have any further questions, please contact the undersigned by telephone at 709-729-7010 or by email at MichaelCook@gov.nl.ca.

Sincerely,

Michael Cook
ATIPP Coordinator
/Enclosures
42. (1) A person who makes a request under this Act for access to a record or for correction of personal information may file a complaint with the commissioner respecting a decision, act or failure to act of the head of the public body that relates to the request.

(2) A complaint under subsection (1) shall be filed in writing not later than 15 business days

(a) after the applicant is notified of the decision of the head of the public body, or the date of the act or failure to act; or

(b) after the date the head of the public body is considered to have refused the request under subsection 16 (2).

(3) A third party informed under section 19 of a decision of the head of a public body to grant access to a record or part of a record in response to a request may file a complaint with the commissioner respecting that decision.

(4) A complaint under subsection (3) shall be filed in writing not later than 15 business days after the third party is informed of the decision of the head of the public body.

(5) The commissioner may allow a longer time period for the filing of a complaint under this section.

(6) A person or third party who has appealed directly to the Trial Division under subsection 52 (1) or 53 (1) shall not file a complaint with the commissioner.

(7) The commissioner shall refuse to investigate a complaint where an appeal has been commenced in the Trial Division.

(8) A complaint shall not be filed under this section with respect to

(a) a request that is disregarded under section 21 ;

(b) a decision respecting an extension of time under section 23 ;

(c) a variation of a procedure under section 24 ; or

(d) an estimate of costs or a decision not to waive a cost under section 26 .

(9) The commissioner shall provide a copy of the complaint to the head of the public body concerned.
Direct appeal to Trial Division by an applicant

52. (1) Where an applicant has made a request to a public body for access to a record or correction of personal information and has not filed a complaint with the commissioner under section 42, the applicant may appeal the decision, act or failure to act of the head of the public body that relates to the request directly to the Trial Division.

(2) An appeal shall be commenced under subsection (1) not later than 15 business days

(a) after the applicant is notified of the decision of the head of the public body, or the date of the act or failure to act; or

(b) after the date the head of the public body is considered to have refused the request under subsection 16 (2).

(3) Where an applicant has filed a complaint with the commissioner under section 42 and the commissioner has refused to investigate the complaint, the applicant may commence an appeal in the Trial Division of the decision, act or failure to act of the head of the public body that relates to the request for access to a record or for correction of personal information.

(4) An appeal shall be commenced under subsection (3) not later than 15 business days after the applicant is notified of the commissioner’s refusal under subsection 45 (2).
Potential copyright material

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Dr. Minal Mistry resigned from his position as a Psychiatrist with Labrador-Grenfell Health in October 2015. Approximately two years later, in October 2017, he filed a complaint with the Newfoundland and Labrador Human Rights Commission. While this matter is ongoing, Labrador-Grenfell Health denies, in the strongest possible terms, that it in any way discriminated against Dr. Mistry.

The Regional Health Authority strongly disagrees with the allegations attributed to Dr. Mistry and published in a June 5, 2017 online article by the Northern Pen. Labrador-Grenfell Health is consulting legal counsel and will pursue all available legal remedies.

Labrador-Grenfell Health is committed to a diverse workforce and has many employees who are classified as visible minorities. Under no circumstance would the Regional Health Authority tolerate a discriminatory action towards an employee.
From: Sandy Penney [mailto:sandy.penney@lghealth.ca]  
Sent: Monday, June 5, 2017 5:47 PM  
To: Simms, Colleen <ColleenSimms@gov.nl.ca>  
Subject: RE: News item: Psychiatrist says toxic workplace made him quit

Trying, trying...Thank you

Sandy Penney MSW, RSW  
Regional Director  
Mental Health & Addictions  
Labrador Grenfell Health  
Labrador West Health Centre  
1700 Nichols-Adam Highway  
Labrador City, NL  
A2V OB2

(709) 285-8221 (Ph)  
(709) 944-9194 (Fax)  
(709) 280-1500 (Cell)

For information on the workshops that Mental Health and Addictions offer, please click on the link below:  

From: Simms, Colleen [mailto:ColleenSimms@gov.nl.ca]  
Sent: Monday, June 05, 2017 5:15 PM  
To: Sandy Penney  
Subject: RE: News item: Psychiatrist says toxic workplace made him quit

Hang in there, Sandy!!
Potential copyright material

If you wish to obtain a copy please contact the ATIPP Office at (709) 729-7072 or atippoffice@gov.nl.ca.
From: Timmins, Emily
Sent: Tuesday, December 6, 2016 11:07 AM
To: Abbott, John <JohnAbbott@gov.nl.ca>; Adams, Deanne <DeanneAdams@gov.nl.ca>; Ajadi, Tari <TariAjadi@gov.nl.ca>; Allison, David <DavidAllison@gov.nl.ca>; Alteen, Larry <LarryAlteen@gov.nl.ca>; Anderson, Alicia <AliciaAnderson@gov.nl.ca>; Baikie, Peggy <PeggyBaikie@gov.nl.ca>; Baker-Worthman, Lisa <LisaBakerWorthman@gov.nl.ca>; Bannister, Michael (HCS) <michaelbannister@gov.nl.ca>; Barnes, Pam <pbarnes@gov.nl.ca>; Barrett, Danny G <DBarrett@gov.nl.ca>; Barrowman, Barbara G. <barbarabarowman@gov.nl.ca>; Batstone, Angela E. <angelabatstone@gov.nl.ca>; Bennett, Brian D (HCS) <BrianDBennett@gov.nl.ca>; Benoit, Courtney <courtneybenoit@gov.nl.ca>; Bishop, Wayne <WayneBishop@gov.nl.ca>; Boland, Glendora <glendoramboland@gov.nl.ca>; Boland, Linda <lindaboland@gov.nl.ca>; Bridgeman, Annette <AnnetteBridgeman@gov.nl.ca>; Bull, Monica <MonicaBull@gov.nl.ca>; Campbell, Cameron <CameronCampbell@gov.nl.ca>; Cantwell, Diane <DianeCantwell@gov.nl.ca>; Carter, Linda <lindacarter@gov.nl.ca>; Churchill, Adam <AdamChurchill@gov.nl.ca>; Clark, Patricia <pclark@gov.nl.ca>; Codner, Lisa <lisacodner@gov.nl.ca>; Coffin, David J (HCS) <DavidjCoffin@gov.nl.ca>; Cooper, Marlene <MarleneCooper@gov.nl.ca>; Cotter, Carol Ann <CarolAnnCotter@gov.nl.ca>; Davis, Bernard <BernardDavis@gov.nl.ca>; Durfy-Sheddart, Denise <DeniseDurfySheppard@gov.nl.ca>; Dyall, Simone <SimoneDyall@gov.nl.ca>; Earles, Brenda P <BrendaEarles@gov.nl.ca>; Earles, Susan A <SusanAEarles@gov.nl.ca>; Fitzgerald, Daniel J <DanielFitzgerald@gov.nl.ca>; Fleming, Rhonda <rfleming@gov.nl.ca>; Follett, Juanita <juanitafolett@gov.nl.ca>; French, Denise P (HCS) <denisefrench@gov.nl.ca>; Gibb, Bradley <BradGibb@gov.nl.ca>; Greene, Paul M. <paulgreene@gov.nl.ca>; Griffiths, Bev <bgriffiths@gov.nl.ca>; Haggie, John <JohnHaggie@gov.nl.ca>; Hammond, Nikki <NikkiHammond@gov.nl.ca>; Hanrahan, Heather D <HeatherHanrahan@gov.nl.ca>; Harvey, Michael <michaelharvey@gov.nl.ca>; Hicks, Cherry A. <CherryHicks@gov.nl.ca>; Hogan, Melissa <MHogan@gov.nl.ca>; Howse, Doug G. <douglashowse@gov.nl.ca>; Hussey, Gillian E. <GillianHussey@gov.nl.ca>; Jewer, Michelle N. <MichelleJewer@gov.nl.ca>; Joy Swyers, Tammy <tammymjoy@gov.nl.ca>; Kearley, Andrea <AndreaKearley@gov.nl.ca>; Legge, Niki <NikiLegge@gov.nl.ca>; Leonard, Melissa <MelissaLeonard@gov.nl.ca>; Letto, Jason <JasonLetto@gov.nl.ca>; MacDonald Newhook, Chantelle <CNewhook@gov.nl.ca>; Maher, Tony <tonymaher@gov.nl.ca>; Maloney, Scott <scottmaloney@gov.nl.ca>; Mandville, Stephanie <StephanieMandville@gov.nl.ca>; Morris, Debbie <debbiemorris@gov.nl.ca>; Mullins, Marguerite <margueritemullins@gov.nl.ca>; Nippard, Treena <TreenaNippard@gov.nl.ca>; Nolan, Karen <knolan@gov.nl.ca>; O'Keefe, Cathy (HCS) <cokeefe@gov.nl.ca>; O'Malley, Janine <JanineOMalley@gov.nl.ca>; Osborne, Daphne <DaphneOsborne@gov.nl.ca>; O'Toole, Maggie <MaggieOToole@gov.nl.ca>; Parsons, Wendy <WendyParsons@gov.nl.ca>; Pelley, Joann <JoannPelley@gov.nl.ca>; Penney, Derek <dgpenney@gov.nl.ca>; Phillips, Jennifer <JenniferPhillips@gov.nl.ca>; Pittman, Rick <RickPittman@gov.nl.ca>; Power, Colleen (HCS) <colleenp@gov.nl.ca>; Power, Elaine <epower@gov.nl.ca>; Power, Gerard
Potential copyright material

If you wish to obtain a copy please contact the ATIPP Office at (709) 729-7072 or atipoffice@gov.nl.ca.
Summary:
Dr. Minal Mistry was a practicing psychiatrist in the Labrador-Grenfell region until he vacated the position in 2015. Dr. Mistry claims that the incidents of suicide in Labrador West could have been avoided, and that he previously warned there was a high risk of suicide, and pointed out factors such as impending employment problems in the region.

Questions:
1. What is government and Labrador-Grenfell Health doing to address this issue?
2. Will Labrador-Grenfell Health be hiring a permanent psychiatrist?

Key messages:
- My department is working very closely with Labrador-Grenfell Health, the Towns of Wabush and Labrador City and IOC to address this very serious issue. Labrador-Grenfell Health has mobilized additional staff and resources in this region.

- Yesterday, I spoke with the Mayors of Wabush and Labrador City, as well as executive of IOC, and I will be travelling to Labrador next week to meet with them in person.

- We recognize there is a definite need for a permanent psychiatrist in the Labrador region, and Labrador-Grenfell Health has, and continues, to actively recruit for this position.

- From May to November 2016, a locum psychiatrist travelled to Labrador on 10 occasions. Each time, the psychiatrist saw between 14 and 28 clients, as well as provided support in the emergency department.
In addition, an on-call psychiatrist in the eastern region is available 24/7 to provide service via telecommunication to the Labrador region.
Hi Tina,

I have a heads-up for you about an interview CBC Radio in Labrador is going to air tomorrow morning. Dr. Mistry, formerly a psychiatrist with Labrador-Grenfell Health, contacted CBC Radio and offered to be interviewed about his time with Labrador-Grenfell Health. The context of the interview is about the reported suicides in Labrador West. He left the organization in 2015.
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