



February 28, 2013

Lynda Tarras  
Head of the BC Public Service Agency  
PO Box 9404 Stn Prov Govt  
Victoria, BC V8W 9V1

Dear Lynda Tarras:

**Re: OIPC Investigation Report re Government's Use of Employment-Related Criminal Record Checks; Public Service Agency; OIPC File F12-50105**

Thank you for your February 22<sup>nd</sup> letter that attaches the proposed changes to government's BC Public Service Security Screening Policy (the "Policy"). Government has made these changes in response to the recommendations in my July 2012 investigation report regarding its use of employment-related criminal record checks.

It is important that all public bodies and organizations conduct employment-related record checks in a manner that balances the legitimate needs of the employer with the privacy rights of its employees. By making these revisions to the Policy, I am satisfied that government has adequately addressed my recommendations and has made significant improvements that respect the personal privacy of its employees.

It is my understanding that government will consult with my office as it moves forward with the development of its enhanced security screening measures.

I look forward to continued discussions with you on this very important issue.

Sincerely,

Elizabeth Denham  
Information and Privacy Commissioner  
for British Columbia