

# 401 PERSONNEL RECORDS

## Belief

The Maskwacis Education Schools Commission (MESC) follows the cultural and traditional teachings of the Maskwacis Cree, in particular, Wahkohtowin.

Wahkohtowin is the belief that all things are related and connected, that all of existence has spirit and that living in a good way requires us to maintain good relationships with each other and other aspects of existence. We recognize that respect for mother earth, elders, youth, and the Treaties are paramount to planning ahead and making decisions for future generations.

The MESC Believes that personnel records are crucial for managing employee information, facilitating HR processes, and ensuring compliance with legal and regulatory requirements. The People Services Branch shall maintain a personnel file on each employee.

## Procedures

1. The employee's personnel file may contain:
  - 1.1. Pre-employment materials, including correspondence associated with the applications, curriculum vitae, transcripts, letters of reference, and placement documents.
  - 1.2. Copies of letters relating to Authority actions respecting the employee, including initial appointment, sabbatical leaves, leaves of absence, administrative appointments, etc.
  - 1.3. Correspondence between the employee and People Services Branch.
  - 1.4. Materials respecting professional development and performance.
  - 1.5. Materials used for payroll purposes.
2. A personnel file shall not contain any anonymous items.
3. Upon request to the Superintendent or designate, the employee, or his/her duly authorized representative shall have the right to examine the contents of his/her personnel file. Such examination shall be in the presence of the Superintendent or designate. The employee shall not be allowed to remove the personnel file, or any original part thereof, from the People Services office.
4. Access to personnel files is restricted to the Superintendent or designate.

5. The employee shall have the right to include written comments on the accuracy of the meaning of any of the contents of the personnel file.
6. The employee may add relevant documents to the file.
7. Requests for access to a personnel file, or to information contained in a personnel file, shall be dealt with in accordance with this administrative procedure and the Personal Information Protection Act to the extent that it may apply.

**References:**

Personal Information Protection Act

AP 131 Records Management

AP 132 Official/Transitory/Inactive Records Management

AP 138 Personal Information Protection