Update to the 2004 Health Personnel Database
Privacy Impact Assessment
Who We Are
Established in 1994, CIHI is an independent, not-for-profit corporation that provides essential information on Canada’s health system and the health of Canadians. Funded by federal, provincial and territorial governments, we are guided by a Board of Directors made up of health leaders across the country.

Our Vision
To help improve Canada’s health system and the well-being of Canadians by being a leading source of unbiased, credible and comparable information that will enable health leaders to make better-informed decisions.
Update to the 2004 Health Personnel Database Privacy Impact Assessment

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Background

The Health Personnel Database (HPDB) is a national database that was transferred to the Canadian Institute for Health Information (CIHI) in 1995 from Health Canada’s Health Information Division. The database originated in the 1970s and used to contain information on 31 health service occupations; today, this number has been reduced to 24. The HPDB collects aggregate data only.

The source and type of data provided to the HPDB include data from:

- Provincial, territorial and national health associations (where membership is voluntary) and regulatory and licensing authorities (where membership is a condition of employment) across Canada;
- Colleges, universities and educational institutions offering health care programs for most health service occupations;
- The Canadian Post-M.D. Education Registry (CAPER);
- The Association of Canadian Medical Colleges (ACMC); and
- Other health human resources data holdings at CIHI.

The HPDB is the only national database that contains such a broad variety of Canadian health service occupation data. It enables time-series comparisons of health human resources at national and provincial/territorial levels. For example, CIHI reports on the registration status of health personnel and graduate trends by school of graduation, depending on the availability of data. When available, reporting may also include a breakdown of health personnel by gender and by 5- or 10-year age groups.

Current Situation

Record-level data is not collected, nor are any direct personal identifiers. The aggregate data collected may contain small cell sizes. However, in keeping with Section 32 of CIHI’s Health Workforce Privacy Policy, CIHI makes statistical information publicly available only in a manner designed to minimize any risk of identification and residual disclosure of personal information about individuals.

Conclusion

The HPDB does not collect, use or disclose personal information. Therefore, no further updates to the 2004 Health Personnel Database Privacy Impact Assessment will be reported. Should the situation change in the future, CIHI will address the requirement for a privacy impact assessment in accordance with its Privacy Impact Assessment Policy.
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