

NL 236-2024-156-Responsive
Records

From: Debbie Molloy
Sent: Monday, April 1, 2024 1:02 PM
To: Gerard Kenny
Subject: Fw: Accommodations info (NLHS-335 COI NLHS Leases)
Attachments: Letter notifying NLHS EEs of COI - Rental Agreements.docx

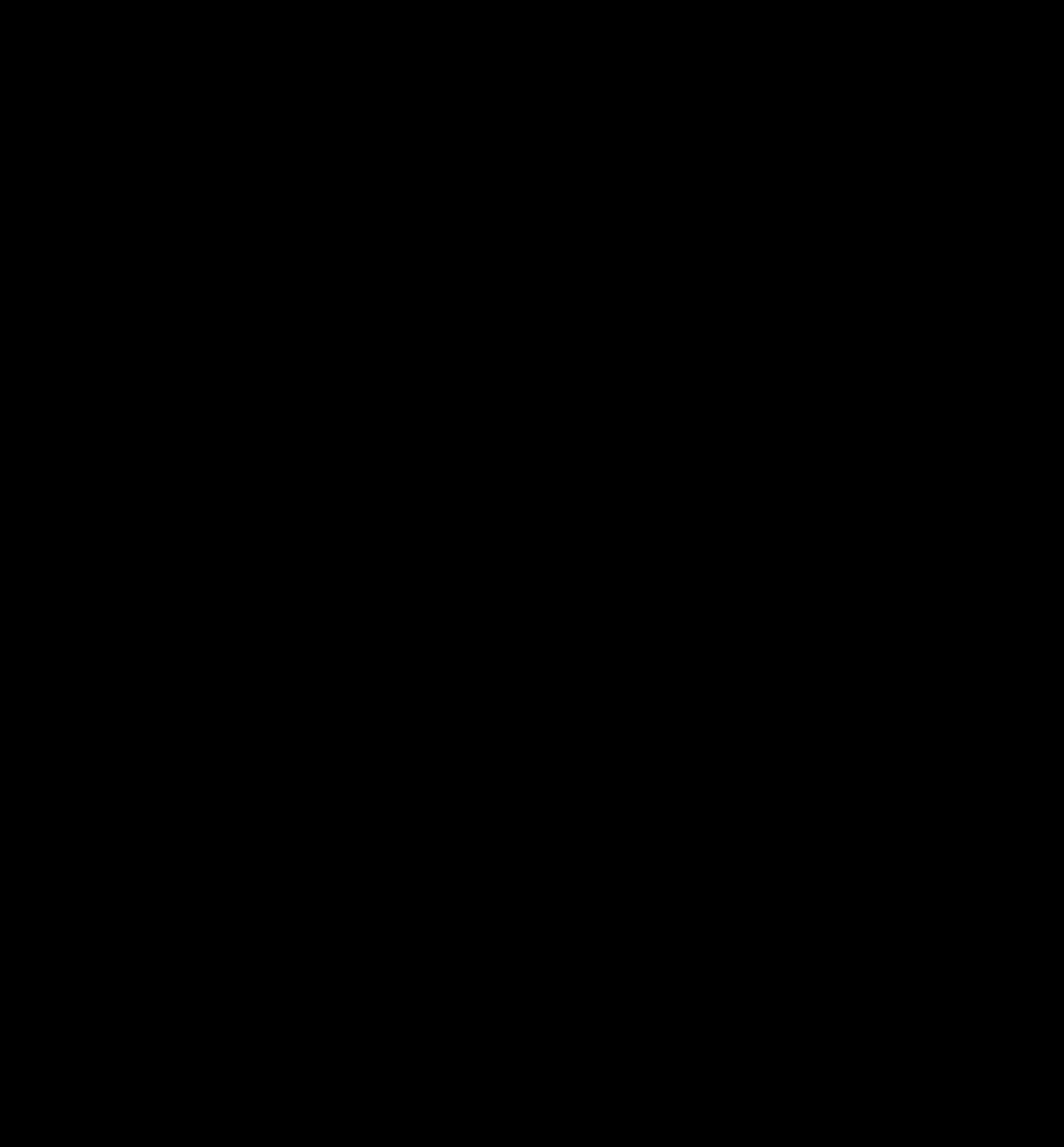
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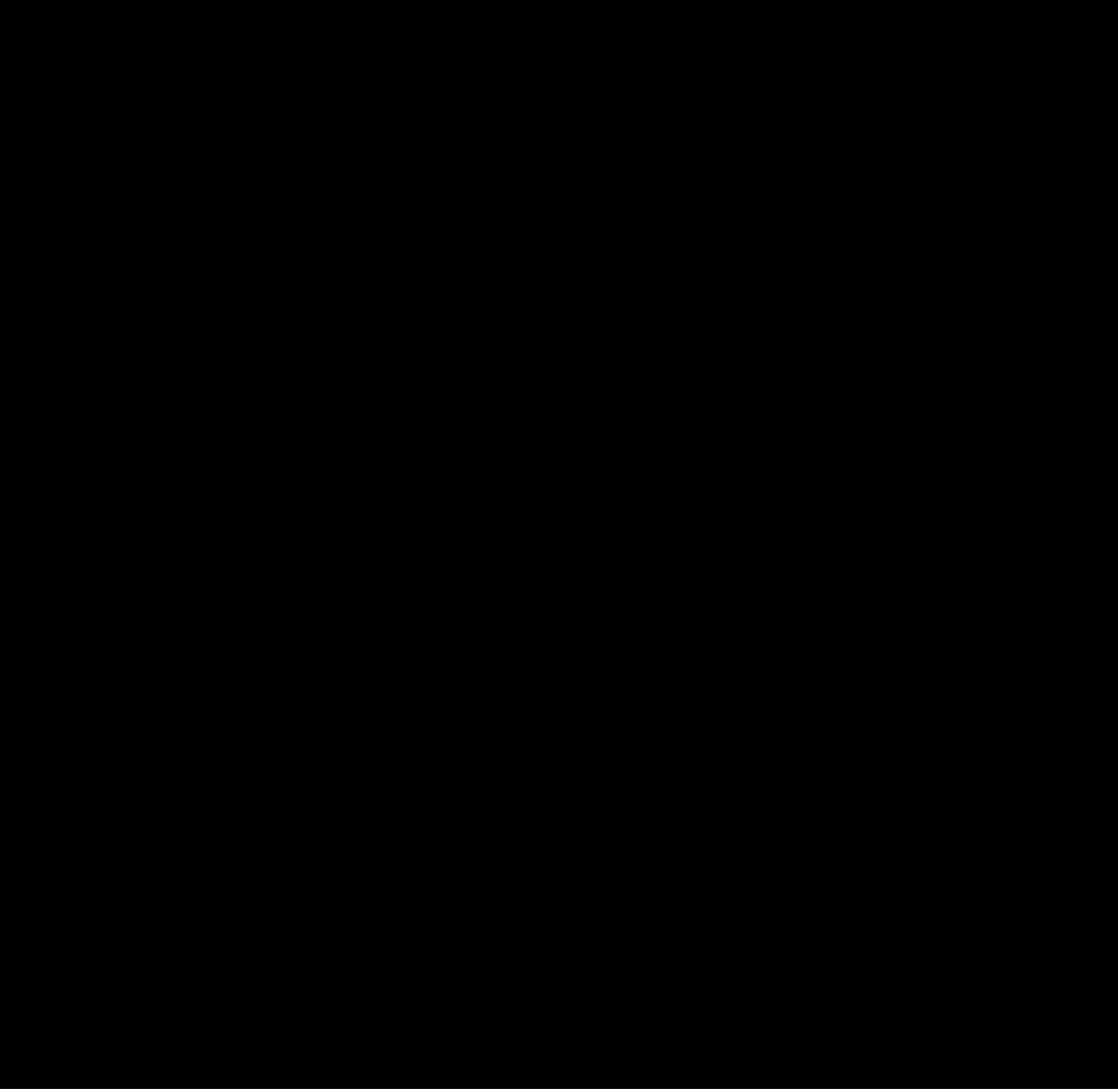
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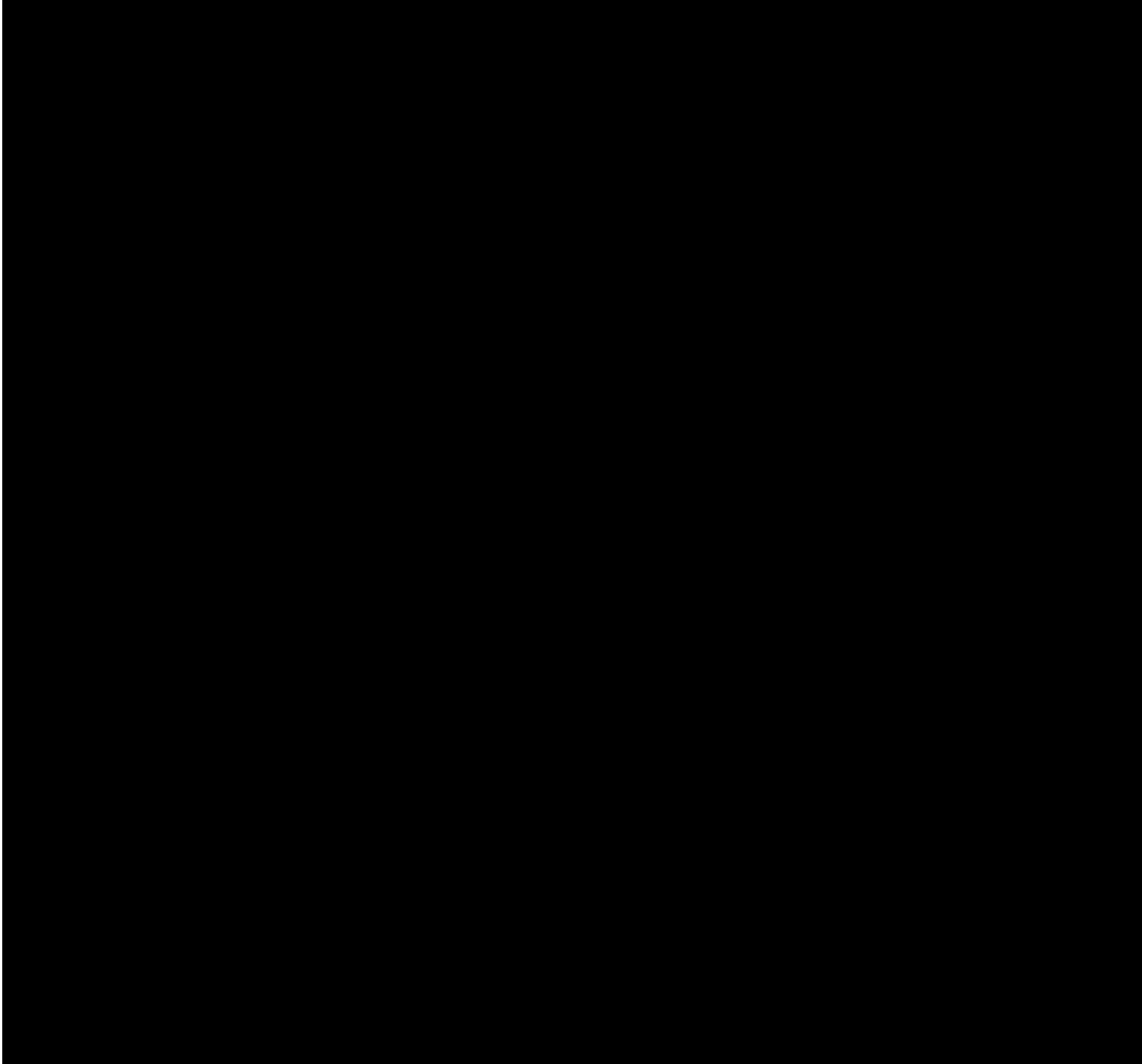
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From: Debbie Molloy
Sent: Monday, April 1, 2024 1:05 PM
To: Gerard Kenny
Subject: Fw: Accommodations info
Attachments: Copy of CZ Rentals Mar 21 2024 - reviewed.xlsx, Travel Nursing Vendor Summary.xlsx, Listings and Landlords - March, 19 2024.xlsx, Current Leased Residential Units - Eastern Rural Zone March 19 2024.xlsx

From: MacLean, Alison <alisonmaclean@westernhealth.nl.ca>
Sent: Friday, March 22, 2024 11:45 AM
To: Debbie Molloy <Debbie.Molloy@easternhealth.ca>
Subject: Accommodations info

Hi,

We have been through the lists that you have provided. Many were repeats but we check all to be sure. I did not see an Labrador Grenfell, not sure if they have any as I know they have a housing complex.

From what was provided and actually had names attached to them and not companies we have a total of 16 managers possibly 17.

Western had 3, Central had 11 including Managers, Directors and Senior Directors, Eastern Zones had 2, possibly a 3rd (Accommodations Officer) and one had multiple properties. Details are provided in the attachments. If you need anything else please let me know!



**NL Health
Services**

Alison MacLean (she/her)
Senior Director
Safety, Wellness and Total Rewards

t: 709-784-6253
e: alisonmaclean@westernhealth.nl.ca
w: NLHealthServices.ca

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- VENDOR
- 1 Chris Morgan

2 Dave Normore

3 Sarah Mercer

4 Chris Morgan

5 Boyde Holloway

6 Beulah Murphy

7 Real Rock Experience Inc

8 Gander Property Management

9 Melissa Noseworthy

10 Nancy Sheppard

11 Greg Edison

12 Chris Sanger

13 Elisabeth Sooley

14 Todd Silks

15 Kristen Janes

16 Deidre Dalley

17 Trent Chaffey

18 Robyn & Jeff Parsons

19 Todd Young

20 Agnes Arsenault

21 Rahul Girijappan

22 Gander Property Management

23 Real Rock Experience Inc

24 Melissa Noseworthy

25 Shawn Saunders

26 Sherrie Paul

27 Sherrie Paul

28 Stephen Marsh

29 Mark Sturge

30 Grant Strong

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- Contact
- Chris Morgan

Dave or Orpah

Sarah Mercer

Chris Morgan

Boyde Holloway

Beulah Murphy

Michael Sharpe

Marc Eady

Melissa Noseworthy

Nancy Sheppard

Greg Edison

Chris Sanger

Elisabeth Sooley

Todd Silks

Kristen Janes

Deidre Dalley

Trent Chaffey

Jeff Parsons

Todd Young

Agnes Arsenault

Rahul Girijappan

Marc Eady

Michael Sharpe

Melissa Noseworthy

Shawn Saunders

Sherrie Paul

Sherrie Paul

Stephen Marsh

Mark Sturge

Grant Strong

40(1)

- 31 Trent & Jennifer manual
- 32 Gander Property Management
- 33 Gander Property Management
- 34 Mimie Carroll
- 35 Joe Murphy
- 36 Barb Wheeler
- 37 Larry Pilgrim
- 38 Kerrilynn LeDrew
- 39 Mervin Randell
- 40 Bonnie Ford
- 41 Anne Broderick
- 42 Laura Pynn
- 43 Chris Morgan
- 44 Jillian Burt
- 45 Joe Wellman
- 46 Barb Wheeler
- 47 Arron Legault
- 48 Arron Legault
- 49 Jared House
- 50 Watson George
- 51 Kasonya Flynn
- 52 Sarah Manual
- 53 Steve Bishop
- 54 Dexter Hodder
- 55 Robyn & Jeff Parsons
- 56 Chris Morgan
- 57 Jessica Strickland
- 58 Dave Brown
- 59 Joe Fallon
- 60 Gloria Coady
- 61 Ryan & Christina Legere
- 62 Ryan & Christina Legere
- 63 Curtis Barrett
- 64 Colleen Lewis

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40(1)

- Jennifer / Trent Manual
- Marc Eady
- Marc Eady
- Mimie Carroll
- Joe Murphy
- Barb Wheeler
- Larry Pilgrim
- Kerrilynn LeDrew
- Mervin Randell
- Bonnie Ford
- Anne Broderick
- Laura Pynn
- Chris Morgan
- Jillian Burt
- Joe Wellman
- Barb Wheeler
- Aaron Legault
- Aaron Legault
- Jared House
- Watson & Victoria George
- Kasonya Flynn
- Sarah Manual
- Steve Bishop
- Dexter Hodder
- Jeff Parsons
- Chris Morgan
- Jessica Strickland
- Dave Brown
- Joe Fallon
- Gloria Coady
- Ryan & Christina Legere
- Ryan & Christina Legere
- Curtis Barrett
- Colleen Lewis

40(1)

65 Brandon Jewer
66 Trend Properties
67 Trend Properties
68 Michelle Whiteway
69 Joe Fallon
70 Dr. Augustin Kalombo
71 Steve Kelly
72 Krista Card
73 Simon Day
74 Tracy Matthews
75 Kyle Bartlett / Amanda Higgins
76 Chris / Michelle Bennett
77 Stephen Ash
78 Lori Moulton
79 Lori Moulton
80 Jenn Smith
81 Kate Conors
82 Shane L
83 Shane L
84 Brandon Jewer
85 Kimberley Tucker
86 Debbie March
87 Trevor Williams
88 Craig McCarthy
89 Magan Stagg
90 Louis Johnston
91 Danielle Pike
92 Bryce Austin
93 Merissa and Richard Norman
94 Sandy Finn
95 Robin Coles / Jagger Genge
96 Whitney Lambert
97 Gary Normore
98 Terri Hacko

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40(1)

Brandon Jewer
Cliff Trend
Cliff Trend
Michelle Blake
Joe Fallon
Augustine Kalombo
Steve Kelly
Krista Card
Simon Delta
Tracy Matthews
Kyle Bartlett / Amanda Higg
Chris / Michelle Bennett
Stephen Ash
Lori Moulton
Lori Moulton
Jenn Smith
Kate Conors
Shane Luckichuk
Shane Luckichuk
Brandon Jewer
Kimberley Tucker
Debbie March
Trevor Williams
Craig McCarthy
Megan Stagg
Sara Johnston
Danielle Pike
Bryce Austin
Merissa Norman
Sandy Finn
Robin Coles / Jagger Genge
Whitney Lambert
Gary Normore
Terri Hacko

40(1)

99 Glenda Young
100 Shane L
101 Paula Noel
102 Mitch Strickland
103 Jeanine Connolly
104 Keith & Gail Pike
105 Nancy/Darren Luff
106 Jennifer Manuel
107 Josephine Clarke / Wyman Clarke
108 Sarah Burt
109 Tony Samuelson
110 Juanita Burton
111 Peter Gillingham
112 Lyndon Lewis
113 Barry Winter
114 Virtue Pardy
115 Lyndon Lewis
116 Shane L
117 Darrin Boone
118 Eli Humby
119 Dana & Steve Mills
120 Paul Marsh
121 Paul Marsh
122 Paul Marsh
123 Bill Hancock
124 Robyn Stead
125 Chris Sanger
126 Colette Lyon
127 Tony Hutchcraft
128 Don Barry
129 Don Barry
130 Jimmie Mullett
131 Niles Khubani
132 Lindsey Lewis (Renewal)

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40(1)

Glenda Young
Shane Luckichuk
Paula Noel
Mitch Strickland
Jeanine Connolly
Keith & Gail Pike
Nancy/Darren Luff
Jennifer Manuel
Josephine/Wyman Clarke
Sarah Burt
Tony Samuelson
Juanita Burton
Peter Gillingham
Lyndon Lewis
Barry Winter
Vurtue Pardy
Lyndon Lewis
Shane Luckichuk
Darin Boone
Eli Humby
Dana & Steve Mills
Paul Marsh
Paul Marsh
Paul Marsh
Bill Hancock
Robyn & Mark Stead
Chris Sanger
Colette Lyon
Tony Hutchcraft
Don Barry
Don Barry
Jimmie Mullett
Niles Khubani
Lindsey Lewis

40(1)

133 Brandon Ryan
134 Ryan Saunders
135 Bonnie Delaney
136 Steve Gillingham
137 Craig Loader
138 Tammy Baker
139 Craig Loader
140 Lisa Mills
141 Lola Gushue
142 Julia Greenham
143 Lori Brenson
144 Niki Keats
145 Paul Marsh
146 Paul Marsh
147 Paul Marsh
148 Kim Barbour
149 Dennis Fudge
150 Dennis Fudge
152 Nick Cayen
153 Nick Cayen
154 Dorothy Barton
155 Kerry Snook
156 Andrew Tuff
157 Ryan Kane
158 Larry Normore
159 Sarah Kelly
160 Mudibo Musasa
161 Joeseph Patron
162 Rick Paul
163 Rocky Strong Renewal
164 Barry Pippy
165 Jayne Rowsell
166 Gander Property Management
167 Shaun Lane

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40(1)

Jeff Saunders
Bonnie Delaney
Steve Gillingham
Craig Loader
Jaso Troke
Craig Loader
Lisa Mills
Lola Gushue
Julia Greenham
Lori Brenson
Niki Keats
Paul Marsh
Paul Marsh
Paul Marsh
Kim Barbour
Dennis Fudge
Dennis Fudge
Nick Cayen
Nick Cayen
Dorothy Barton
Kerry Snook
Andrew Tuff
Ryan Kane
Larry Normore
Sarah Kelly
Mudibo Musasa
Joseph Patron
Rick Paul
Rockey Strong
Barry Pippy
Jayne Rowsell
Marc Eady
Shaun Lane

40(1)

168 Keith Decker

40(1)

40(1)

Keith Decker

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<u>NLHS Employee</u>	<u>NLHS Management</u>	<u>No. Bed Rms.</u>	<u>Tenants</u>	<u>Lease Cost</u>
No		3 Bed House	TN	\$2,600.00
No		2 Bed house	TN	\$2,300.00
Yes		1 Bed Base Apart	TN	\$1,700.00
No		2 Bed Condo Apartment	TN	\$2,300.00
No		3 Bed House	TN	\$2,500.00
No		2 Bed House	TN	\$2,500.00
No		3 Bed House	TN	\$2,500.00
No		1 Bed Base Apart	TN	\$1,750.00
y - location not matching		1 Bed Base Apart	TN	\$1,700.00
Yes		3 Bed House	TN	\$2,700.00
Yes		2 Bed Base Apart	TN	\$2,200.00
No		2 Bed Base Apart	TN	\$2,000.00
Yes	RNIIB - Quality	2 Bed Base Apart	TN	\$2,000.00
No		2 Bed House	TN	\$2,250.00
No		1 Bed Base Apart	TN	\$1,100.00
No		2 Bed Base Apart	TN	\$2,200.00
No		2 Bed House	TN	\$1,735.00
Yes		1 Bed Base Apart	TN	\$1,700.00
Yes	Physician - Springdale	3 Bed House	TN	\$2,500.00
No		1 Bed Base Apart	TN	\$1,500.00
Yes	Senior Director	3 Bed House	TN	\$2,500.00
No		2 Bed Base Apart	TN	\$1,800.00
No		1 Bed Apart	TN	\$1,500.00
y - location not matching		1 Bed Base Apart	TN	\$1,300.00
No		1 Bed Base	TN	\$1,500.00
No		3 Bed House	TN	\$2,500.00
No		2 Bed Base	TN	\$2,000.00
No		2 Bed Base	TN	\$2,000.00
No		2 Bed Base	TN	\$1,600.00
No		2 Bed ABV GRD Apart	TN	\$2,143.00

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Yes	ent - RN / Jennifer - Mgt H	2 Bed Town House	TN	\$1,600.00
No		1 Bed Base Apart	TN	\$1,650.00
No		1 Bed Base Apart	TN	\$1,650.00
Yes	Director - MHA	1 Bed Base Apart	TN	\$1,500.00
No		2 Bed Base	TN	\$2,000.00
Yes	Manager	2 Bed Base	TN	\$2,100.00
No		3 Bed House	TN	\$2,200.00
Yes	Mgr Medicine JPM	1 Bed Apart	TN	\$1,500.00
No		3 Bed House	TN	\$2,500.00
No		1 Bed Apart	TN	\$1,500.00
No		2 Bed House	TN	\$2,200.00
No		1 Bed Base	TN	\$1,600.00
No		1 Bed Condo Apartment	TN	\$1,700.00
Yes	Clerk - JPMRHC HIM	2 Bed Apart	IEN	\$2,000.00
No		2 Bed House	TN	\$2,300.00
Yes	Manager	3 Bed House	TN	\$2,600.00
No		2 bed House	TN	\$2,000.00
No		3 Bed House	TN	\$2,700.00
No		1 Bed Base	TN	\$1,500.00
Yes		2 Bed Apart	TN	\$2,100.00
No		1 Bed Apart	TN	\$1,500.00
Yes		3 Bed House	TN	\$2,500.00
No		1 Bed Base	TN	\$1,400.00
No		3 Bed House	TN	\$2,600.00
Yes		3 Bed House	TN	\$2,600.00
No		2 Bed Condo Apartment	TN	\$2,300.00
No		2 Bed House	TN	\$2,200.00
No		3 Bed House	TN	\$2,600.00
No		2 Bed ABV GRD Apart	TN	\$1,700.00
No		2 Bed Condo	TN	\$1,935.00
No		3 Bed House	TN	\$2,600.00
No		1 Bed Base	TN	\$1,500.00
No		3 Bed House	TN	\$2,700.00
No		1 Bed Base	TN	\$1,500.00

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No		2 Bed Apart	TN	\$2,000.00
No		3 Bed House	TN	\$2,500.00
No		2 Bed Base	TN	\$2,000.00
Yes	Casual RN JPMRHC	4 Bed house	IEN	\$2,600.00
No		2 Bed House	TN	\$1,800.00
No? FFS?	ysician - Medical Clinic GF	2 Bed Base Apart	TN	\$2,000.00
No		2 Bed House	TN	\$2,500.00
Yes	RN - ICU	1 Bed Base	TN	\$1,500.00
No		3 Bed House	TN	\$2,500.00
No		1 Bed Base	TN	\$1,500.00
No		4 Bed House	TN	\$2,500.00
No		3 Bed House	Physician	\$2,600.00
No		2 Bed Base	TN	\$2,000.00
No		4 Bed House	TN	\$2,700.00
No		3 Bed Base Apart	TN	\$2,500.00
Yes	Physician	1 Bed Base	TN	\$1,500.00
Yes	LPN CNRHC	2 Bed base	TN	\$2,100.00
No		2 Bed Apart	TN	\$2,100.00
No		2 Bed Apart	TN	\$2,100.00
No		2 Bed Apart	TN	\$2,000.00
No		3 Bed House	TN	\$2,500.00
No		1 Bed Base	TN	\$1,500.00
No		1 Bed Base	TN	\$1,500.00
No		3 Bed House	TN	\$2,500.00
No		1 Bed Base	TN	\$1,500.00
Yes	Sara- NP FCT	2 Bed Base	TN	\$2,000.00
No		2 Bed Base	IEN	\$2,100.00
No		3 Bed House	TN	\$2,500.00
No		3 Bed House	TN	\$2,500.00
No		3 Bed House	TN	\$2,500.00
No		2 Bed Base	TN	\$2,000.00
No		2 Bed Base	TN	\$2,000.00
No		3 Bed House	TN	\$2,500.00
Yes	Paramedicine - JPM	2 bed base	IEN	\$2,100.00

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No		2 Bed House	TN	\$2,200.00
No		2 Bed Apart	TN	\$2,100.00
No		3 Bed House	TN	\$2,500.00
No		1 Bed Base	TN	\$1,600.00
No		1 Bed Base	TN	\$1,600.00
No		3 Bed House	TN	\$2,500.00
Yes	Darren - Lab Tech cnrhc	1 Bed Base	TN	\$1,500.00
Yes	HR Manager	1 Bed Base	TN	\$1,500.00
No		3 Bed House	TN	\$2,500.00
Yes	Casual RN JPMRHC	1 Bed Above Ground	TN	\$1,500.00
No		3 Bed House	TN	\$2,600.00
No		2 Bed House	TN	\$2,200.00
No		2 Bed House	TN	\$2,100.00
No		1 Bed Base	IEN	\$1,600.00
No		3 Bed House	TN	\$2,500.00
Yes	PCA CML	2 Bed Base	TN	\$2,100.00
No		2 Bed Base Walk out	TN	\$1,600.00
No		2 Bed Apart	TN	\$2,100.00
Yes	Cook, CNRHC	2 Bed House	TN	\$1,300.00
No		2 Bed Base	TN	\$2,000.00
No		2 Bed Base	TN	\$2,000.00
No		3 Bed House	TN	\$2,600.00
No		3 Bed House	IEN	\$2,600.00
No		3 Bed House	TN	\$2,600.00
No		1 Bed Base	TN	\$1,500.00
Yes	RNIC - ICU - JPMRHC	1 Bed Above Ground	TN	\$1,500.00
No		3 Bed House	TN	\$2,500.00
No		1 Bed Base	TN	\$1,500.00
No		2 Bed Base	TN	\$2,000.00
No		1 Bed Base	TN	\$1,600.00
No		3 Bed House	IEN	\$2,600.00
Yes	Manager - OHS	2 Bed Base	TN	\$2,000.00
No		3 Bed House	TN	\$2,500.00
No		3 Bed House	TN	\$2,500.00

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No		3 Bed House	TN	\$2,500.00
No		3 Bed House	TN	\$2,500.00
No		3 Bed House	IEN	\$2,000.00
No		2 Bed Base	TN	\$2,000.00
No		3 Bed House	TN	\$2,500.00
No		3 Bed House	IEN	\$2,500.00
No		3 Bed House	TN	\$2,500.00
Yes	Site Coordinator CNRHC	1 Bed Base Apart	IEN	\$1,500.00
No		2 Bed House	TN	\$1,550.00
Yes	Ultrasound -JPMRHC	2 Bed Base	IEN	\$2,000.00
No		2 bed Base	TN	\$2,000.00
Yes	Manager of HIM - JPMRHC	3 Bed House	TN	\$2,500.00
No		3 Bed House	IEN	\$2,600.00
No		3 Bed House	TN	\$2,600.00
No		3 Bed House	TN	\$2,600.00
No		3 Bed House	IEN	\$2,500.00
No		3 Bed House / 2 Bed Apart	Physician	\$2,500.00
No		Old house 3 Bed	Physician	\$1,000.00
No		2 Bed Base	TN	\$2,000.00
No		1 Bed Base	TN	\$1,500.00
Yes	Cas RN	3 Bed House	TN	\$2,700.00
No		1 Bed Base	TN	\$1,600.00
No		3 Bed House	TN	\$2,500.00
No		1 Bed Base	TN	\$1,500.00
No		3 Bed House	TN	\$2,500.00
No		2 Bed Base	TN	\$2,000.00
Yes		2 Bed	Physician	\$1,670.00
Yes	Physician	2 Bed	Physician	\$2,000.00
No		2 Bed	Physician	\$1,700.00
No		2 Bed	Physician	\$2,143.00
No		2 Bed	Physician	\$1,200.00
No		2 Bed	Physician	\$2,000.00
No		2 Bed	Physician	\$1,375.00
No		2 Bed	Physician	\$1,335.69

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No

3 Bed

Physician

\$2,500.00

Current Leased Residential Units - Eastern Rural Zone							
#	Address	Owner	Lookup	AR	Job Title	Count of Same Name	Comment
18	40(1)	Lana Hartson		Yes	Clerk III	1	
74		Natasha Bailey		Yes	Licensed Practical Nurse I	1	
6		Lori Keel			Personal Care Attendant & Domestic Worker	2	
44		Sarah Donnelly Harnum		Yes	Registered Midwife	1	
79		Michelle Hodder			Registered Nurse IA	1	
96		Delsey Kelly		Yes	Registered Nurse IB	1	
57		Lisa Peddle			Registered Nurse IB & Operating Room Technician	2	
61		Dion Park		Yes	Senior Site Manager	1	
62		Dion Park		Yes	Senior Site Manager	1	
1		ell 84104 NL Inc.					
2		84104 NL Inc.					
3		Debbie Dwyer		Yes			
4		Paulinka Yee		Yes			
5		Marilyn Waye					
7		Trevor and Marija Midgley		Yes			No match on both names
8		Trevor and Marija Midgley		Yes			No match on both names
9		Gloria Tremblett		Yes			
10		Jordan & Bonnie Stagg					No match on both names

11	Bert Bennett					
12	KLN Holdings Ltd.					
13	KLN Holdings Ltd.					
14	KLN Holdings Ltd.					
15	KLN Holdings Ltd.		Yes			
16	KLN Holdings Ltd.		Yes			
17	KLN Holdings Ltd.					
19	Leona Brenton		Yes			
20	Gerry Brenton Services Inc.		Yes			
21	Gerry Brenton Services Inc.		Yes			
22	Gerry Brenton Services Inc.		Yes			
23	69533 Newfoundland & Labrador					
24	11140 Newfoundland Incorporated					
25	11140 Newfoundland Incorporated		Yes			
26	11140 Newfoundland Incorporated					
27	11140 Newfoundland Incorporated					
28	Park Avenue Apartments Inc.					
29	Park Avenue Apartments Inc.					
30	Park Avenue Apartments Inc.		Yes			
31	Park Avenue Apartments Inc.		Yes			

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32	Mark Reynolds					
33	Mark Reynolds					
34	Mark Reynolds					
35	Reynolds Family Trust					
36	Reynolds Family Trust					
37	Devon Clarke					
38	69533 Newfoundland & Labrador		Yes			
39	Carbonear Motel		Yes			
40	Carbonear Motel		Yes			
41	Mark Reynolds		Yes			
42	Renee Murray					
43	Keith Squibb		Yes			
45	Scott Oliver		Yes			
46	Scott Oliver		Yes			
47	Scott Oliver		Yes			
48	Scott Oliver		Yes			
49	Scott Oliver		Yes			
50	Scott Oliver		Yes			
51	Stonetree Properties Inc.		Yes			
52	69533 Newfoundland & Labrador					

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53	Rodney Hodder and Tina Dean		Yes			
54	Barbara Goobie					
55	Jonathan Rowe		Yes			
56	James Pope		Yes			
58	Michael O'Mahony		Yes			
59	BRL Properties Inc.		Yes			
60	Jordan Goobie					
63	Paula Smith					
64	Justin Vardy					
65	Seacrest Suites					
66	Seacrest Suites					
67	Seacrest Suites					
68	Shirley Porter		Yes			
69	Toby Bolt		Yes			
70	Marsha and John Rowe		Yes			No match on both names
71	Nikita Rose		Yes			
72	Lana and Dion Park		Yes			
73	Rowena and Jerry Martin		Yes			No match on both names
75	Cathy Baird					
76	DJ Vacation Home Ltd.		Yes			

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77	Kim Baker		Yes			
78	Rob Parsons					
80	Dr. David and Carrie Kwinter					
81	Smith Realty					
82	Smith Realty					
83	Mario Walsh		Yes			
84	Joanne Mallay					
85	Joanne Mallay		Yes			
86	Gas Land Ltd.					
87	Hotel Placentia					
88	Judy O'Keefe		Yes			
89	Meades Property Rentals Ltd.		Yes			
90	Meades Property Rentals Ltd.		Yes			
91	Meades Property Rentals Ltd.		Yes			
92	Alison Power and Tyler Wilson		Yes			
93	E & S Enterprises					
94	Philip Tobin		Yes			
95	Hubert Beck		Yes			

Address	Landlord or Company
40(1)	Kim and Anna Jessiman
	Chad Chafe
	Linda Coles/Kerri James
	Jellybean Rentals
	Jellybean Rentals
	Jellybean Rentals
	Jellybean Rentals
	Jellybean Rentals
	Pine Bud Properties
	Pine Bud Properties
	Eden King
	Tim Bell
	DJ & Dr. David Flusk
	Dr.Maulik Patel
	Rob Harris
	Janet Bradshaw and Scott Schillereff
	Pine Bud Properties
	Pine Bud Properties
	Pine Bud Properties
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	Macpherson Suites
	Pine Bud Properties
	Pine Bud Properties
	Pine Bud Properties
	Pine Bud Properties
	Pine Bud Properties

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[illegible]

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[illegible]

Lease terms	Notes
June 15, 2023 - June 14, 2024	NLHS Employee
August 1, 2023 - July 31, 2024	NLHS Employee
July 1, 2023 - June 30, 2024	TERMINATING APRIL 30, 2024
Oct 1, 2023 - March 31, 2024	TERMINATING APRIL 19, 2024
Sept 1, 2023 - May 30, 2024	TERMINATING MAY 30, 2024
Oct 1, 2023 - May 30, 2024	TERMINATING MAY 30, 2024
Oct 1, 2023 - May 30, 2024	TERMINATING MAY 30, 2024
Oct 5, 2023 - May 30, 2024	TERMINATING MAY 30, 2024
Month to Month	
Month to Month	
Sept 1, 2023 - Aug 31, 2024	
June 15, 2023 - June 14, 2024	
Aug 1, 2023 - July 31, 2024	NLHS Employee
August 15, 2023 - August 14, 2024	unsure if he is NLHS employee
Sept 10, 2023 - May 9, 2024	
Sept 1, 2023 - Month to Month	
July 1, 2023 - Month to Month	
Month to Month	
Month to Month	
Month to Month	
Month to Month	
Month to Month	
Month to Month	
Month to Month	
Month to Month	
Feb 1, 2024 - June 30, 2024	
Feb 1, 2024 - June 30, 2024	
June 15, 2023 - June 14, 2024	
June 15, 2023 - June 14, 2024	
June 1, 2023 - May 31, 2024	
June 15, 2023 - June 14, 2024	
July 1, 2023 - July 1, 2024	
June 15, 2023 - June 14, 2024	
June 1, 2023 - May 31, 2024	
June 1, 2023 - May 31, 2024	
June 1, 2023 - May 31, 2024	
July 1, 2023 - Month to Month	
August 1, 2023 - Month to Month	
Month to Month	
Month to Month	
June 1, 2023 - Month to Month	

June 1, 2023 - Month to Month	
Sept 1, 2023 - Month to Month	Terminating May 1 2024
Sept 1, 2023 - Month to Month	Terminating May 1 2024
June 4, 2023 - Month to Month	Terminating May 1 2024
June 13, 2023 - Month to Month	Terminating May 1 2024
June 4, 2023 - Month to Month	Terminating May 1 2024
June 4, 2023 - Month to Month	Terminating May 1 2024
Sept 1, 2023 - Aug 31, 2024	
Sept 1, 2023 - Aug 31, 2024	
Jan 1, 2024 - May 31, 2024	Termination Notice sent March 18 for 18 40(1) units for June 1 2024
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 15, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
June 20, 2023 - Month to Month	
June 20, 2023 - Month to Month	
June 20, 2023 - Month to Month	
June 20, 2023 - Month to Month	
June 20, 2023 - Month to Month	
Jan 1, 2024 - May 31, 2024	
Month to Month	
Month to Month	
Month to Month	
Month to Month	
Month to Month	
Month to Month	
May 4, 2023 - Month to Month	
Month to Month	

Month to Month	
Month to Month	
Month to Month	
Month to Month	
Month to Month	
May 4, 2023 - Month to Month	
Month to Month	
May 1, 2023 - Month to Month	
May 5, 2023 - Month to Month	
Jan 1, 2024 - May 31, 2024	
Month to Month	
Month to Month	
Month to Month	
Month to Month	
Month to Month	
June 20, 2023 - Month to Month	
Month to Month	
Month to Month	
July 3, 2023 - Month to Month	
July 3, 2023 - Month to Month	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	

[illegible]

[illegible]

[illegible]

Vendor
Chris Pembroke
Cliff Vaters
Maria Lundrigan
Marie Claude-Renaud
Sarah Parsons
Patricia Barrett
Jeff Buffet
Debbie Glaubitz
Alfred Bungay
Cory Chubbs / Annette Butt
Lisa Rogers
Tammy Reid
Nadine Vater Avery
Lorie Young
Romena Lawless
Sherry Hicks
Stephanie Fowler
Stephanie Fowler
Nathan Hill
Nelson Tobin
Michael White
Tim Goosney
Emily Wignall
Susan Diamond
Marie-Claude Renaud
Scott Melvin/Yvonne Melvin
Michael McWhirter
Rosalie Lavers
Mark Biggin (MOCEAN Physiotherapy and Wellness Inc)
Frontline Management Services Ltd./ Glen Hurley/ Joe Russell
Marie Cunning
Suzanne Arenas
Trudy & Gary Lushman
Laura Jesso
Nancy Caines
Davina Downey
Davina Downey
Paul Ploughman
Jesse Cormier
Paul O'Reilly
Paul O'Reilly
Amanda Strickland
Marilyn Pope

[illegible]

40(1)

Employee	Manager
no	
no	
no	
no	
no	
yes	Yes
no	
no	
no	
yes	
yes	Yes
no	
yes	
no	
no	
no	
no	
no	
no	
no	
no	
no	
yes	
no	
no	
yes	
yes	
no	
no	
no	
no	
Yes	
no	
no	
no	
no	
no	
yes	Yes
no	
no	
no	
yes	
no	

[illegible]

[illegible]

From: Debbie Molloy
Sent: Monday, April 1, 2024 1:20 PM
To: Gerard Kenny
Subject: Fw: RNUNL Correspondence - NLHS Conflict of Interest Allegations
Attachments: Ministerial Correspondence - Robert Andrews and David Diamond - NLHS Conflict of Interest Allegations.pdf, Minister Osborne, March 15'2024.pdf

FYI
Thanks
Debbie

From: Debbie Molloy <Debbie.Molloy@easternhealth.ca>
Sent: Thursday, March 21, 2024 9:44 AM
To: Jay Neville <Jay.Neville@easternhealth.ca>
Subject: Fw: RNUNL Correspondence - NLHS Conflict of Interest Allegations

As discussed.
Thanks
Debbie

From: David Diamond <david.diamond@nlhealthservices.ca>
Sent: Thursday, March 21, 2024 9:05 AM
To: Wayne Miller <WayneC.Miller@nlhealthservices.ca>; Amy Byrde <amy.byrde@lghealth.ca>; Cassie Chisholm <Cassie.Chisholm@easternhealth.ca>; Catherine McCarthy <Catherine.McCarthy@easternhealth.ca>; Cathy Fitzpatrick (Executive Offices) <Cathy.Fitzpatrick@nlhealthservices.ca>; David Diamond <david.diamond@nlhealthservices.ca>; Debbie Molloy <Debbie.Molloy@easternhealth.ca>; Debbie Walsh <Debbie.Walsh@easternhealth.ca>; Freake, Teara <Teara.Freake@westernhealth.nl.ca>; Gena Bugden <Gena.Bugden@easternhealth.ca>; Holly Edwards (Admin Assistant) <Holly.Edwards@easternhealth.ca>; Jeanette Russell (Administration) <jeanettem.russell@easternhealth.ca>; Jennifer Coish (Executive Assistant) <JenniferM.Coish@easternhealth.ca>; Joanne Pelley <Joanne.Pelley@centralhealth.nl.ca>; Dyke, Jodi <jodidyke@westernhealth.nl.ca>; Obrien, Kelli <kelliobrien@westernhealth.nl.ca>; Kenneth Baird <Kenneth.Baird@easternhealth.ca>; King, Darla <darlaking@westernhealth.nl.ca>; Kristina Roache <Kristina.Roache@easternhealth.ca>; Lisa Pottle <lisa.pottle@nlchi.nl.ca>; Lori Hillyard <Lori.Hillyard@centralhealth.nl.ca>; Lynette Oates <Lynette.Oates@easternhealth.ca>; Murray Doucette <Murray.Doucette@easternhealth.ca>; Ron Johnson <ron.johnson@nlhealthservices.ca>; Sandy Penney <sandy.penney@lghealth.ca>; Scott Bishop <Scott.Bishop@easternhealth.ca>; Snook, Jennifer <Jennifer.Snook@westernhealth.nl.ca>; Gallant, Stephanie <Stephanie.Gallant@westernhealth.nl.ca>; Stephen Greene <Stephen.Greene@nlchi.nl.ca>; Valerie Coffey <Valerie.Coffey@easternhealth.ca>
Subject: FW: RNUNL Correspondence - NLHS Conflict of Interest Allegations

Good Morning All ... sharing this with you confidentially. We will figure out a process to respond to the Minister's questions, including how to potentially identify scenarios where we may be renting from managers. If you know of any situations personally, it would be good to send them along to me so we can see what sorts of scenarios might be out there.
Dave

From: Minister, HCS <hcs@gov.nl.ca>
Sent: Wednesday, March 20, 2024 10:25 PM
To: Bob Andrews <Bob.Andrews@nlhealthservices.ca>; David Diamond <david.diamond@nlhealthservices.ca>
Cc: Osborne, Tom <tosborne@gov.nl.ca>
Subject: RNUNL Correspondence - NLHS Conflict of Interest Allegations

EXTERNAL EMAIL: This email originated from outside the organization. Please ensure you use additional caution before opening attachments or clicking on URL links.

Please see the attached correspondence.

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Via Email/Postal Mail

March 15, 2024

Honourable Tom Osborne
Minister of Health and Community Services
P.O. Box 8700
Main Floor, East Block
Confederation Building
St. John's, NL A1B 4J6



Dear Minister Osborne:

I am writing to bring to your attention a matter of concern regarding the Newfoundland and Labrador Health Services (NLHS). We have been approached by our Members and local media that suggest some NLHS managers may be engaging in unethical practices by purchasing and renting homes to internationally educated nurses and private agencies for their own personal benefit.

This practice raises serious ethical and potential conflict of interest issues. NLHS managers, who may be responsible for overseeing the recruitment and employment of internationally educated nurses, should not be using their positions for personal gain. Nor should they be profiting from the use of private agency nurses. This can create a perception of favoritism or bias in hiring and workplace decisions. This could also be viewed as a significant power imbalance between Employer and their employees. If substantiated, this undermines the integrity of the recruitment process and erodes trust within the healthcare system.

Furthermore, this practice may also have implications for the availability and affordability of housing for internationally educated nurses, who are important members of our healthcare workforce. If NLHS managers are capitalizing on housing opportunities for personal gain, it could exacerbate existing challenges related to housing accessibility and affordability for healthcare professionals, ultimately impacting recruitment and retention.

I urge you to investigate these claims thoroughly and take appropriate action to address any instances of unethical behavior within NLHS. It is imperative that we uphold the highest standards of integrity and transparency in all aspects of healthcare management to ensure the well-being of patients, healthcare professionals, and the public trust in our healthcare system.

Thank you for your attention to this matter. I trust that you will take swift and decisive action to address these concerns and uphold the principles of ethical governance within NLHS. I am available to meet with you to discuss.

Sincerely,

40(1)

Yvette Coffey, RN
President

COR-2024-198380

Mr. Robert Andrews
Board Chair
Newfoundland and Labrador Health Services
Bob.Andrews@nlhealthservices.ca

Mr. David Diamond
President and CEO
Newfoundland and Labrador Health Services
david.diamond@nlhealthservices.ca

Dear Mr. Andrews and Mr. Diamond:

I am writing in response to a letter received from the Registered Nurses' Union of Newfoundland and Labrador (enclosed), with respect to allegations of unethical practices by Newfoundland and Labrador Health Services (NLHS) managers. It is alleged that NLHS managers may be purchasing and/or renting homes to internationally educated nurses and private agencies for their own personal benefit. These allegations are alarming and, if true, are contrary to the statutory obligations placed on NLHS and its employees as the entity responsible for the administration and delivery of health and community services in the province.

It is incumbent on the Board and Chief Executive Officer to investigate these claims without delay and provide a satisfactory response to the Minister of Health and Community Services. In that regard, I ask for your reply by end of business, **March 22, 2024**.

As you know, subsection 6(4) of the **Provincial Health Authority Act** makes NLHS an agent of the crown, bringing it within the purview of the **Conflict of Interest Act, 1995** (the **Act**). Section 3 of the Act provides:

A public office holder shall not make or participate in making a decision in his or her capacity as a public office holder where the public office holder knows or ought reasonably to know that in the making of the decision there is the opportunity to benefit himself or herself or a member of his or her family improperly, directly or indirectly.

In addition to the general prohibition on participating in decisions that have the opportunity to benefit the person or their family, there are a number of other duties and obligations placed on public office holders under the Act, including:

- not using a position to influence a private interest (see section 4);
- not using insider information to further a private interest (see section 5);
- not accepting extra benefits (see section 7); and

- not being a party to a contract with the agency of the Crown with which the person is employed (see section 8).

In addition, NLHS' conflict of interest policy likely creates similar or additional requirements on employees in such circumstances.

It is concerning that there are allegations that NLHS managers, who may be responsible for overseeing the recruitment and employment of internationally educated nurses, are renting accommodations to NLHS for internationally educated nurses.

As noted in the NLHS mandate letter disbursed May 2023, the Minister of Health and Community Services directed NLHS to, among other things, "demonstrate a commitment to prudent and responsible expenditure management throughout operations by ensuring adequate internal controls exist" to ensure the reliability and integrity of information; compliance with procedures, policies, plans and legislation; the economical and efficient use of resources; the safeguarding of assets; and, the accomplishment of established objectives and goals.

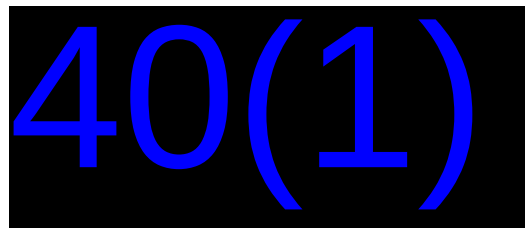
As was also noted in the Deputy Minister's letter dated February 20, 2024, NLHS has a duty to ensure responsible and efficient use of public funds. Should the allegations raised by the RNUNL have any merit, it raises significant concern, and corrective action must be taken immediately.

As the Minister responsible for oversight of the **Provincial Health Authority Act** and NLHS' budget, I ask NLHS investigate and provide answers to the following:

- Are any current or former members of NLHS' executive renting accommodations to NLHS?
- Are any current or former NLHS managers renting accommodations to NLHS?
- What procurement processes have been followed when securing accommodations for agency nurses or internationally educated nurses?
- Have contracts been entered into for all accommodations secured by NLHS?
- How were rental rates determined for accommodations procured by NLHS?
- What processes exist with respect to vetting conflicts of interest before any agreements or rental arrangements are entered into by NLHS?

Further, please provide an overview of all action taken with respect to your investigation of this matter.

Thank you for your attention to this matter.



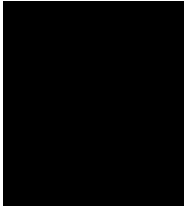
HONOURABLE TOM OSBORNE, MHA
Minister of Health and Community Services
District of Waterford Valley

From: Gerard Kenny
Sent: Wednesday, April 3, 2024 11:24 AM
To: Debbie Molloy
Subject: RE: Accommodations info (NLHS-335 COI NLHS Leases)

Hi,

Can we get some time to discuss?

Gerard



Gerard Kenny BBA MBA CHE

(He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

From: Debbie Molloy <Debbie.Molloy@easternhealth.ca>
Sent: Monday, April 1, 2024 1:01 PM
To: Gerard Kenny <Gerard.Kenny@easternhealth.ca>
Subject: Fw: Accommodations info (NLHS-335 COI NLHS Leases)

30(1)(a)

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30(1)(a)

30(1)(a)

30(1)(a)

30(1)(a)

30(1)(a)

From: Gerard Kenny
Sent: Tuesday, April 9, 2024 9:43 AM
To: Darren Fewer, Krissy McCarthy
Subject: FW: Accommodations info
Attachments: Copy of CZ Rentals Mar 21 2024 - reviewed.xlsx, Travel Nursing Vendor Summary.xlsx, Listings and Landlords - March, 19 2024.xlsx, Current Leased Residential Units - Eastern Rural Zone March 19 2024.xlsx, NLHS - Conflict of Interest Act.docx

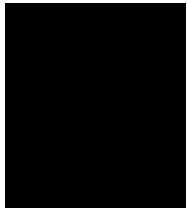
Hi,

As discussed, here is the information on the COI file. I did have a chance to connect with Alison on this yesterday. The zone contacts that gathered the names are:

Eastern – Troy
Central – Jordan Foster
Western – Allan Benoit
Lab Gren – Erin Sweeney

I will email that group and cc you to let them know you will be looking for Eee home address information as well as confirmation on the people listed on the named companies.

Gerard



Gerard Kenny BBA MBA CHE

(He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

From: Debbie Molloy <Debbie.Molloy@easternhealth.ca>

Sent: Monday, April 1, 2024 1:05 PM

To: Gerard Kenny <Gerard.Kenny@easternhealth.ca>

Subject: Fw: Accommodations info

From: MacLean, Alison <alisonmaclean@westernhealth.nl.ca>

Sent: Friday, March 22, 2024 11:45 AM

To: Debbie Molloy <Debbie.Molloy@easternhealth.ca>

Subject: Accommodations info

Hi,

We have been through the lists that you have provided. Many were repeats but we check all to be sure. I did not see an Labrador Grenfell, not sure if they have any as I know they have a housing complex.

From what was provided and actually had names attached to them and not companies we have a total of 16 managers possibly 17.

Western had 3, Central had 11 including Managers, Directors and Senior Directors, Eastern Zones had 2, possibly a 3rd (Accommodations Officer) and one had multiple properties. Details are provided in the attachments. If you need anything else please let me know!



**NL Health
Services**

Alison MacLean (she/her)

Senior Director
Safety, Wellness and Total Rewards

t: 709-784-6253

e: alisonmaclean@westernhealth.nl.ca

w: NLHealthServices.ca

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All information in this communication, including attachments, is strictly confidential and intended solely for delivery to and authorized use by the addressee(s) identified above, and may contain privileged, confidential, and/or proprietary information entitled to protection and/or exemption from disclosure under applicable law. If you are not the intended recipient, please take notice that any disclosure, copying, distribution, and/or any action taken or omitted to be taken in reliance upon it, is unauthorized and may be unlawful. If you have received this communication in error, please notify the sender immediately and delete the message and any attachments from your system.

<u>VENDOR</u>	<u>Town</u>	<u>Civic Address</u>	<u>Contact</u>	<u>Email Address</u>
1 Chris Morgan	40(1)	40(1)	Chris Morgan	40(1)
2 Dave Normore			Dave or Orpah	
3 Sarah Mercer			Sarah Mercer	
4 Chris Morgan			Chris Morgan	
5 Boyde Holloway			Boyde Holloway	
6 Beulah Murphy			Beulah Murphy	
7 Real Rock Experience Inc			Michael Sharpe	
8 Gander Property Management			Marc Eady	
9 Melissa Noseworthy			Melissa Noseworthy	
10 Nancy Sheppard			Nancy Sheppard	
11 Greg Edison			Greg Edison	
12 Chris Sanger			Chris Sanger	
13 Elisabeth Sooley			Elisabeth Sooley	
14 Todd Silks			Todd Silks	
15 Kristen Janes			Kristen Janes	
16 Deidre Dalley			Deidre Dalley	
17 Trent Chaffey			Trent Chaffey	
18 Robyn & Jeff Parsons			Jeff Parsons	
19 Todd Young			Todd Young	
20 Agnes Arsenault			Agnes Arsenault	
21 Rahul Girijappan			Rahul Girijappan	
22 Gander Property Management			Marc Eady	
23 Real Rock Experience Inc			Michael Sharpe	
24 Melissa Noseworthy			Melissa Noseworthy	
25 Shawn Saunders			Shawn Saunders	
26 Sherrie Paul			Sherrie Paul	
27 Sherrie Paul			Sherrie Paul	
28 Stephen Marsh			Stephen Marsh	
29 Mark Sturge			Mark Sturge	
30 Grant Strong			Grant Strong	

- 31 Trent & Jennifer manual
- 32 Gander Property Management
- 33 Gander Property Management
- 34 Mimie Carroll
- 35 Joe Murphy
- 36 Barb Wheeler
- 37 Larry Pilgrim
- 38 Kerrilynn LeDrew
- 39 Mervin Randell
- 40 Bonnie Ford
- 41 Anne Broderick
- 42 Laura Pynn
- 43 Chris Morgan
- 44 Jillian Burt
- 45 Joe Wellman
- 46 Barb Wheeler
- 47 Arron Legault
- 48 Arron Legault
- 49 Jared House
- 50 Watson George
- 51 Kasonya Flynn
- 52 Sarah Manual
- 53 Steve Bishop
- 54 Dexter Hodder
- 55 Robyn & Jeff Parsons
- 56 Chris Morgan
- 57 Jessica Strickland
- 58 Dave Brown
- 59 Joe Fallon
- 60 Gloria Coady
- 61 Ryan & Christina Legere
- 62 Ryan & Christina Legere
- 63 Curtis Barrett
- 64 Colleen Lewis

40(1)

40(1)

- Jennifer / Trent Manual
- Marc Eady
- Marc Eady
- Mimie Carroll
- Joe Murphy
- Barb Wheeler
- Larry Pilgrim
- Kerrilynn LeDrew
- Mervin Randell
- Bonnie Ford
- Anne Broderick
- Laura Pynn
- Chris Morgan
- Jillian Burt
- Joe Wellman
- Barb Wheeler
- Aaron Legault
- Aaron Legault
- Jared House
- Watson & Victoria George
- Kasonya Flynn
- Sarah Manual
- Steve Bishop
- Dexter Hodder
- Jeff Parsons
- Chris Morgan
- Jessica Strickland
- Dave Brown
- Joe Fallon
- Gloria Coady
- Ryan & Christina Legere
- Ryan & Christina Legere
- Curtis Barrett
- Colleen Lewis

40(1)

65 Brandon Jewer
66 Trend Properties
67 Trend Properties
68 Michelle Whiteway
69 Joe Fallon
70 Dr. Augustin Kalombo
71 Steve Kelly
72 Krista Card
73 Simon Day
74 Tracy Matthews
75 Kyle Bartlett / Amanda Higgins
76 Chris / Michelle Bennett
77 Stephen Ash
78 Lori Moulton
79 Lori Moulton
80 Jenn Smith
81 Kate Conors
82 Shane L
83 Shane L
84 Brandon Jewer
85 Kimberley Tucker
86 Debbie March
87 Trevor Williams
88 Craig McCarthy
89 Magan Stagg
90 Louis Johnston
91 Danielle Pike
92 Bryce Austin
93 Merissa and Richard Norman
94 Sandy Finn
95 Robin Coles / Jagger Genge
96 Whitney Lambert
97 Gary Normore
98 Terri Hacko

40(1)

40(1)

Brandon Jewer
Cliff Trend
Cliff Trend
Michelle Blake
Joe Fallon
Augustine Kalombo
Steve Kelly
Krista Card
Simon Delta
Tracy Matthews
Kyle Bartlett / Amanda Hig
Chris / Michelle Bennett
Stephen Ash
Lori Moulton
Lori Moulton
Jenn Smith
Kate Conors
Shane Luckichuk
Shane Luckichuk
Brandon Jewer
Kimberley Tucker
Debbie March
Trevor Williams
Craig McCarthy
Megan Stagg
Sara Johnston
Danielle Pike
Bryce Austin
Merissa Norman
Sandy Finn
Robin Coles / Jagger Genge
Whitney Lambert
Gary Normore
Terri Hacko

40(1)

99 Glenda Young
100 Shane L
101 Paula Noel
102 Mitch Strickland
103 Jeanine Connolly
104 Keith & Gail Pike
105 Nancy/Darren Luff
106 Jennifer Manuel
107 Josephine Clarke / Wyman Clarke
108 Sarah Burt
109 Tony Samuelson
110 Juanita Burton
111 Peter Gillingham
112 Lyndon Lewis
113 Barry Winter
114 Virtue Pardy
115 Lyndon Lewis
116 Shane L
117 Darrin Boone
118 Eli Humby
119 Dana & Steve Mills
120 Paul Marsh
121 Paul Marsh
122 Paul Marsh
123 Bill Hancock
124 Robyn Stead
125 Chris Sanger
126 Colette Lyon
127 Tony Hutchcraft
128 Don Barry
129 Don Barry
130 Jimmie Mullett
131 Niles Khubani
132 Lindsey Lewis (Renewal)

40(1)

40(1)

Glenda Young
Shane Luckichuk
Paula Noel
Mitch Strickland
Jeanine Connolly
Keith & Gail Pike
Nancy/Darren Luff
Jennifer Manuel
Josephine/Wyman Clarke
Sarah Burt
Tony Samuelson
Juanita Burton
Peter Gillingham
Lyndon Lewis
Barry Winter
Vurtue Pardy
Lyndon Lewis
Shane Luckichuk
Darin Boone
Eli Humby
Dana & Steve Mills
Paul Marsh
Paul Marsh
Paul Marsh
Bill Hancock
Robyn & Mark Stead
Chris Sanger
Colette Lyon
Tony Hutchcraft
Don Barry
Don Barry
Jimmie Mullett
Niles Khubani
Lindsey Lewis

40(1)

133 Brandon Ryan
134 Ryan Saunders
135 Bonnie Delaney
136 Steve Gillingham
137 Craig Loader
138 Tammy Baker
139 Craig Loader
140 Lisa Mills
141 Lola Gushue
142 Julia Greenham
143 Lori Brenson
144 Niki Keats
145 Paul Marsh
146 Paul Marsh
147 Paul Marsh
148 Kim Barbour
149 Dennis Fudge
150 Dennis Fudge
152 Nick Cayen
153 Nick Cayen
154 Dorothy Barton
155 Kerry Snook
156 Andrew Tuff
157 Ryan Kane
158 Larry Normore
159 Sarah Kelly
160 Mudibo Musasa
161 Joeseph Patron
162 Rick Paul
163 Rocky Strong Renewal
164 Barry Pippy
165 Jayne Rowsell
166 Gander Property Management
167 Shaun Lane

40(1)

40(1)

Jeff Saunders
Bonnie Delaney
Steve Gillingham
Craig Loader
Jaso Troke
Craig Loader
Lisa Mills
Lola Gushue
Julia Greenham
Lori Brenson
Niki Keats
Paul Marsh
Paul Marsh
Paul Marsh
Kim Barbour
Dennis Fudge
Dennis Fudge
Nick Cayen
Nick Cayen
Dorothy Barton
Kerry Snook
Andrew Tuff
Ryan Kane
Larry Normore
Sarah Kelly
Mudibo Musasa
Joseph Patron
Rick Paul
Rockey Strong
Barry Pippy
Jayne Rowsell
Marc Eady
Shaun Lane

40(1)

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40(1)

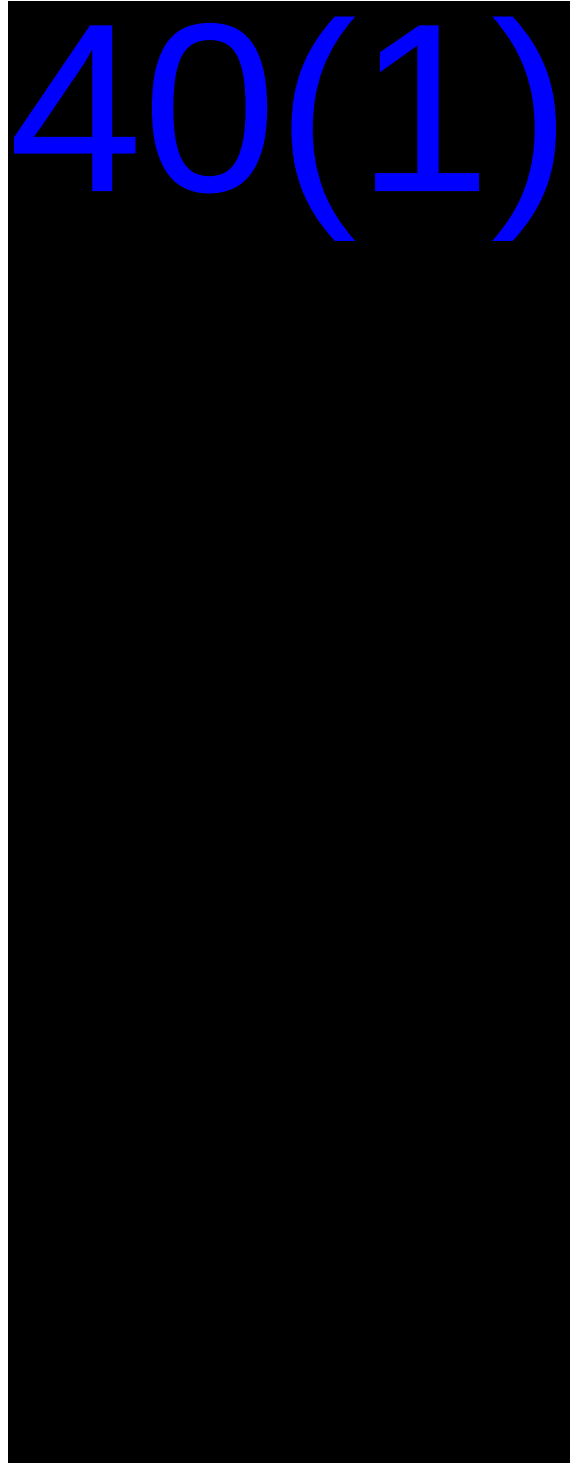
<i>PHONE #</i>	<i>Cell #</i>	<i><u>NLHS Employee</u></i>	<i><u>NLHS Management</u></i>	<i><u>No. Bed Rms.</u></i>	<i><u>Tenants</u></i>	<i><u>Lease Cost</u></i>
40(1)		No		3 Bed House	TN	\$2,600.00
		No		2 Bed house	TN	\$2,300.00
		Yes		1 Bed Base Apart	TN	\$1,700.00
		No		2 Bed Condo Apartment	TN	\$2,300.00
		No		3 Bed House	TN	\$2,500.00
		No		2 Bed House	TN	\$2,500.00
		No		3 Bed House	TN	\$2,500.00
		No		1 Bed Base Apart	TN	\$1,750.00
		y - location not matching		1 Bed Base Apart	TN	\$1,700.00
		Yes		3 Bed House	TN	\$2,700.00
		Yes		2 Bed Base Apart	TN	\$2,200.00
		No		2 Bed Base Apart	TN	\$2,000.00
		Yes	RNIIB - Quality	2 Bed Base Apart	TN	\$2,000.00
		No		2 Bed House	TN	\$2,250.00
		No		1 Bed Base Apart	TN	\$1,100.00
		No		2 Bed Base Apart	TN	\$2,200.00
		No		2 Bed House	TN	\$1,735.00
		Yes		1 Bed Base Apart	TN	\$1,700.00
		Yes	Physician - Springdale	3 Bed House	TN	\$2,500.00
		No		1 Bed Base Apart	TN	\$1,500.00
		Yes	Senior Director	3 Bed House	TN	\$2,500.00
		No		2 Bed Base Apart	TN	\$1,800.00
		No		1 Bed Apart	TN	\$1,500.00
		y - location not matching		1 Bed Base Apart	TN	\$1,300.00
		No		1 Bed Base	TN	\$1,500.00
		No		3 Bed House	TN	\$2,500.00
		No		2 Bed Base	TN	\$2,000.00
		No		2 Bed Base	TN	\$2,000.00
		No		2 Bed Base	TN	\$1,600.00
		No		2 Bed ABV GRD Apart	TN	\$2,143.00

40(1)

Yes	ent - RN / Jennifer - Mgt H	2 Bed Town House	TN	\$1,600.00
No		1 Bed Base Apart	TN	\$1,650.00
No		1 Bed Base Apart	TN	\$1,650.00
Yes	Director - MHA	1 Bed Base Apart	TN	\$1,500.00
No		2 Bed Base	TN	\$2,000.00
Yes	Manager	2 Bed Base	TN	\$2,100.00
No		3 Bed House	TN	\$2,200.00
Yes	Mgr Medicine JPM	1 Bed Apart	TN	\$1,500.00
No		3 Bed House	TN	\$2,500.00
No		1 Bed Apart	TN	\$1,500.00
No		2 Bed House	TN	\$2,200.00
No		1 Bed Base	TN	\$1,600.00
No		1 Bed Condo Apartment	TN	\$1,700.00
Yes	Clerk - JPMRHC HIM	2 Bed Apart	IEN	\$2,000.00
No		2 Bed House	TN	\$2,300.00
Yes	Manager	3 Bed House	TN	\$2,600.00
No		2 bed House	TN	\$2,000.00
No		3 Bed House	TN	\$2,700.00
No		1 Bed Base	TN	\$1,500.00
Yes		2 Bed Apart	TN	\$2,100.00
No		1 Bed Apart	TN	\$1,500.00
Yes		3 Bed House	TN	\$2,500.00
No		1 Bed Base	TN	\$1,400.00
No		3 Bed House	TN	\$2,600.00
Yes		3 Bed House	TN	\$2,600.00
No		2 Bed Condo Apartment	TN	\$2,300.00
No		2 Bed House	TN	\$2,200.00
No		3 Bed House	TN	\$2,600.00
No		2 Bed ABV GRD Apart	TN	\$1,700.00
No		2 Bed Condo	TN	\$1,935.00
No		3 Bed House	TN	\$2,600.00
No		1 Bed Base	TN	\$1,500.00
No		3 Bed House	TN	\$2,700.00
No		1 Bed Base	TN	\$1,500.00

40(1)

No		2 Bed Apart	TN	\$2,000.00
No		3 Bed House	TN	\$2,500.00
No		2 Bed Base	TN	\$2,000.00
Yes	Casual RN JPMRHC	4 Bed house	IEN	\$2,600.00
No		2 Bed House	TN	\$1,800.00
No? FFS?	ysician - Medical Clinic GF	2 Bed Base Apart	TN	\$2,000.00
No		2 Bed House	TN	\$2,500.00
Yes	RN - ICU	1 Bed Base	TN	\$1,500.00
No		3 Bed House	TN	\$2,500.00
No		1 Bed Base	TN	\$1,500.00
No		4 Bed House	TN	\$2,500.00
No		3 Bed House	Physician	\$2,600.00
No		2 Bed Base	TN	\$2,000.00
No		4 Bed House	TN	\$2,700.00
No		3 Bed Base Apart	TN	\$2,500.00
Yes	Physician	1 Bed Base	TN	\$1,500.00
Yes	LPN CNRHC	2 Bed base	TN	\$2,100.00
No		2 Bed Apart	TN	\$2,100.00
No		2 Bed Apart	TN	\$2,100.00
No		2 Bed Apart	TN	\$2,000.00
No		3 Bed House	TN	\$2,500.00
No		1 Bed Base	TN	\$1,500.00
No		1 Bed Base	TN	\$1,500.00
No		3 Bed House	TN	\$2,500.00
No		1 Bed Base	TN	\$1,500.00
Yes	Sara- NP FCT	2 Bed Base	TN	\$2,000.00
No		2 Bed Base	IEN	\$2,100.00
No		3 Bed House	TN	\$2,500.00
No		3 Bed House	TN	\$2,500.00
No		3 Bed House	TN	\$2,500.00
No		2 Bed Base	TN	\$2,000.00
No		2 Bed Base	TN	\$2,000.00
No		3 Bed House	TN	\$2,500.00
Yes	Paramedicine - JPM	2 bed base	IEN	\$2,100.00



No		2 Bed House	TN	\$2,200.00
No		2 Bed Apart	TN	\$2,100.00
No		3 Bed House	TN	\$2,500.00
No		1 Bed Base	TN	\$1,600.00
No		1 Bed Base	TN	\$1,600.00
No		3 Bed House	TN	\$2,500.00
Yes	Darren - Lab Tech cnrhc	1 Bed Base	TN	\$1,500.00
Yes	HR Manager	1 Bed Base	TN	\$1,500.00
No		3 Bed House	TN	\$2,500.00
Yes	Casual RN JPMRHC	1 Bed Above Ground	TN	\$1,500.00
No		3 Bed House	TN	\$2,600.00
No		2 Bed House	TN	\$2,200.00
No		2 Bed House	TN	\$2,100.00
No		1 Bed Base	IEN	\$1,600.00
No		3 Bed House	TN	\$2,500.00
Yes	PCA CML	2 Bed Base	TN	\$2,100.00
No		2 Bed Base Walk out	TN	\$1,600.00
No		2 Bed Apart	TN	\$2,100.00
Yes	Cook, CNRHC	2 Bed House	TN	\$1,300.00
No		2 Bed Base	TN	\$2,000.00
No		2 Bed Base	TN	\$2,000.00
No		3 Bed House	TN	\$2,600.00
No		3 Bed House	IEN	\$2,600.00
No		3 Bed House	TN	\$2,600.00
No		1 Bed Base	TN	\$1,500.00
Yes	RNIC - ICU - JPMRHC	1 Bed Above Ground	TN	\$1,500.00
No		3 Bed House	TN	\$2,500.00
No		1 Bed Base	TN	\$1,500.00
No		2 Bed Base	TN	\$2,000.00
No		1 Bed Base	TN	\$1,600.00
No		3 Bed House	IEN	\$2,600.00
Yes	Manager - OHS	2 Bed Base	TN	\$2,000.00
No		3 Bed House	TN	\$2,500.00
No		3 Bed House	TN	\$2,500.00

40(1)

No		3 Bed House	TN	\$2,500.00
No		3 Bed House	TN	\$2,500.00
No		3 Bed House	IEN	\$2,000.00
No		2 Bed Base	TN	\$2,000.00
No		3 Bed House	TN	\$2,500.00
No		3 Bed House	IEN	\$2,500.00
No		3 Bed House	TN	\$2,500.00
Yes	Site Coordinator CNRHC	1 Bed Base Apart	IEN	\$1,500.00
No		2 Bed House	TN	\$1,550.00
Yes	Ultrasound -JPMRHC	2 Bed Base	IEN	\$2,000.00
No		2 bed Base	TN	\$2,000.00
Yes	Manager of HIM - JPMRHC	3 Bed House	TN	\$2,500.00
No		3 Bed House	IEN	\$2,600.00
No		3 Bed House	TN	\$2,600.00
No		3 Bed House	TN	\$2,600.00
No		3 Bed House	IEN	\$2,500.00
No		3 Bed House / 2 Bed Apart	Physician	\$2,500.00
No		Old house 3 Bed	Physician	\$1,000.00
No		2 Bed Base	TN	\$2,000.00
No		1 Bed Base	TN	\$1,500.00
Yes	Cas RN	3 Bed House	TN	\$2,700.00
No		1 Bed Base	TN	\$1,600.00
No		3 Bed House	TN	\$2,500.00
No		1 Bed Base	TN	\$1,500.00
No		3 Bed House	TN	\$2,500.00
No		2 Bed Base	TN	\$2,000.00
Yes		2 Bed	Physician	\$1,670.00
Yes	Physician	2 Bed	Physician	\$2,000.00
No		2 Bed	Physician	\$1,700.00
No		2 Bed	Physician	\$2,143.00
No		2 Bed	Physician	\$1,200.00
No		2 Bed	Physician	\$2,000.00
No		2 Bed	Physician	\$1,375.00
No		2 Bed	Physician	\$1,335.69

40(1)

No

3 Bed

Physician

\$2,500.00

Current Leased Residential Units - Eastern Rural Zone							
#	Address	Owner	Lookup	AR	Job Title	Count of Same Name	Comment
18	40(1)	Lana Hartson		Yes	Clerk III	1	
74		Natasha Bailey		Yes	Licensed Practical Nurse I	1	
6		Lori Keel			Personal Care Attendant & Domestic Worker	2	
44		Sarah Donnelly Harnum		Yes	Registered Midwife	1	
79		Michelle Hodder			Registered Nurse IA	1	
96		Delsey Kelly		Yes	Registered Nurse IB	1	
57		Lisa Peddle			Registered Nurse IB & Operating Room Technician	2	
61		Dion Park		Yes	Senior Site Manager	1	
62		Dion Park		Yes	Senior Site Manager	1	
1		84104 NL Inc.					
2		84104 NL Inc.					
3		Debbie Dwyer		Yes			
4		Paulinka Yee		Yes			
5		Marilyn Waye					
7		Trevor and Marija Midgley		Yes			No match on both names
8		Trevor and Marija Midgley		Yes			No match on both names
9		Gloria Tremblett		Yes			
10		Jordan & Bonnie Stagg					No match on both names

11	Bert Bennett					
12	KLN Holdings Ltd.					
13	KLN Holdings Ltd.					
14	KLN Holdings Ltd.					
15	KLN Holdings Ltd.		Yes			
16	KLN Holdings Ltd.		Yes			
17	KLN Holdings Ltd.					
19	Leona Brenton		Yes			
20	Gerry Brenton Services Inc.		Yes			
21	Gerry Brenton Services Inc.		Yes			
22	Gerry Brenton Services Inc.		Yes			
23	69533 Newfoundland & Labrador					
24	11140 Newfoundland Incorporated					
25	11140 Newfoundland Incorporated		Yes			
26	11140 Newfoundland Incorporated					
27	11140 Newfoundland Incorporated					
28	Park Avenue Apartments Inc.					
29	Park Avenue Apartments Inc.					
30	Park Avenue Apartments Inc.		Yes			
31	Park Avenue Apartments Inc.		Yes			

40(1)

40(1)

32	Mark Reynolds					
33	Mark Reynolds					
34	Mark Reynolds					
35	Reynolds Family Trust					
36	Reynolds Family Trust					
37	Devon Clarke					
38	69533 Newfoundland & Labrador		Yes			
39	Carbonear Motel		Yes			
40	Carbonear Motel		Yes			
41	Mark Reynolds		Yes			
42	Renee Murray					
43	Keith Squibb		Yes			
45	Scott Oliver		Yes			
46	Scott Oliver		Yes			
47	Scott Oliver		Yes			
48	Scott Oliver		Yes			
49	Scott Oliver		Yes			
50	Scott Oliver		Yes			
51	Stonetree Properties Inc.		Yes			
52	69533 Newfoundland & Labrador					

53	Rodney Hodder and Tina Dean		Yes			
54	Barbara Goobie					
55	Jonathan Rowe		Yes			
56	James Pope		Yes			
58	Michael O'Mahony		Yes			
59	BRL Properties Inc.		Yes			
60	Jordan Goobie					
63	Paula Smith					
64	Justin Vardy					
65	Seacrest Suites					
66	Seacrest Suites					
67	Seacrest Suites					
68	Shirley Porter		Yes			
69	Toby Bolt		Yes			
70	Marsha and John Rowe		Yes			No match on both names
71	Nikita Rose		Yes			
72	Lana and Dion Park		Yes			
73	Rowena and Jerry Martin		Yes			No match on both names
75	Cathy Baird					
76	DJ Vacation Home Ltd.		Yes			

40(1)

77	40(1)	Kim Baker		Yes			
78		Rob Parsons					
80		Dr. David and Carrie Kwinter					
81		Smith Realty					
82		Smith Realty					
83		Mario Walsh		Yes			
84		Joanne Mallay					
85		Joanne Mallay		Yes			
86		Gas Land Ltd.					
87		Hotel Placentia					
88		Judy O'Keefe		Yes			
89		Meades Property Rentals Ltd.		Yes			
90		Meades Property Rentals Ltd.		Yes			
91		Meades Property Rentals Ltd.		Yes			
92		Alison Power and Tyler Wilson		Yes			
93		E & S Enterprises					
94		Philip Tobin		Yes			
95		Hubert Beck		Yes			

Address	Landlord or Company
40(1)	Kim and Anna Jessiman
	Chad Chafe
	Linda Coles/Kerri James
	Jellybean Rentals
	Jellybean Rentals
	Jellybean Rentals
	Jellybean Rentals
	Jellybean Rentals
	Pine Bud Properties
	Pine Bud Properties
	Eden King
	Tim Bell
	DJ & Dr. David Flusk
	Dr.Maulik Patel
	Rob Harris
	Janet Bradshaw and Scott Schillereff
	Pine Bud Properties
	Pine Bud Properties
	Pine Bud Properties
	Pine Bud Properties
	Pine Bud Properties
	Pine Bud Properties
	Pine Bud Properties
	Pine Bud Properties
	Pine Bud Properties
	Macpherson Suites
	Macpherson Suites
	Macpherson Suites
	Macpherson Suites
	Macpherson Suites
	Macpherson Suites
	Macpherson Suites
	Macpherson Suites
	Macpherson Suites
	Macpherson Suites
	Macpherson Suites
	Pine Bud Properties
	Pine Bud Properties
	Pine Bud Properties
	Pine Bud Properties
	Pine Bud Properties

40(1)

Pine Bud Properties

Regal Realty Ltd.

Regal Realty Ltd.

Regal Realty Ltd.

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Regal Realty Ltd.

Regal Realty Ltd.

Regal Realty Ltd.

Regal Realty Ltd.

Latitude Living

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Lease terms	Notes
June 15, 2023 - June 14, 2024	NLHS Employee
August 1, 2023 - July 31, 2024	NLHS Employee
July 1, 2023 - June 30, 2024	TERMINATING APRIL 30, 2024
Oct 1, 2023 - March 31, 2024	TERMINATING APRIL 19, 2024
Sept 1, 2023 - May 30, 2024	TERMINATING MAY 30, 2024
Oct 1, 2023 - May 30, 2024	TERMINATING MAY 30, 2024
Oct 1, 2023 - May 30, 2024	TERMINATING MAY 30, 2024
Oct 5, 2023 - May 30, 2024	TERMINATING MAY 30, 2024
Month to Month	
Month to Month	
Sept 1, 2023 - Aug 31, 2024	
June 15, 2023 - June 14, 2024	
Aug 1, 2023 - July 31, 2024	NLHS Employee
August 15, 2023 - August 14, 2024	unsure if he is NLHS employee
Sept 10, 2023 - May 9, 2024	
Sept 1, 2023 - Month to Month	
July 1, 2023 - Month to Month	
Month to Month	
Month to Month	
Month to Month	
Month to Month	
Month to Month	
Month to Month	
Month to Month	
Month to Month	
Feb 1, 2024 - June 30, 2024	
Feb 1, 2024 - June 30, 2024	
June 15, 2023 - June 14, 2024	
June 15, 2023 - June 14, 2024	
June 1, 2023 - May 31, 2024	
June 15, 2023 - June 14, 2024	
July 1, 2023 - July 1, 2024	
June 15, 2023 - June 14, 2024	
June 1, 2023 - May 31, 2024	
June 1, 2023 - May 31, 2024	
June 1, 2023 - May 31, 2024	
July 1, 2023 - Month to Month	
August 1, 2023 - Month to Month	
Month to Month	
Month to Month	
June 1, 2023 - Month to Month	

June 1, 2023 - Month to Month	
Sept 1, 2023 - Month to Month	Terminating May 1 2024
Sept 1, 2023 - Month to Month	Terminating May 1 2024
June 4, 2023 - Month to Month	Terminating May 1 2024
June 13, 2023 - Month to Month	Terminating May 1 2024
June 4, 2023 - Month to Month	Terminating May 1 2024
June 4, 2023 - Month to Month	Terminating May 1 2024
Sept 1, 2023 - Aug 31, 2024	
Sept 1, 2023 - Aug 31, 2024	
Jan 1, 2024 - May 31, 2024	Termination Notice sent March 18 for 18 40(1) units for June 1 2024
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 15, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
June 20, 2023 - Month to Month	
June 20, 2023 - Month to Month	
June 20, 2023 - Month to Month	
June 20, 2023 - Month to Month	
June 20, 2023 - Month to Month	
Jan 1, 2024 - May 31, 2024	
Month to Month	
Month to Month	
Month to Month	
Month to Month	
Month to Month	
Month to Month	
May 4, 2023 - Month to Month	
Month to Month	

Month to Month	
Month to Month	
Month to Month	
Month to Month	
Month to Month	
May 4, 2023 - Month to Month	
Month to Month	
May 1, 2023 - Month to Month	
May 5, 2023 - Month to Month	
Jan 1, 2024 - May 31, 2024	
Month to Month	
Month to Month	
Month to Month	
Month to Month	
Month to Month	
June 20, 2023 - Month to Month	
Month to Month	
Month to Month	
July 3, 2023 - Month to Month	
July 3, 2023 - Month to Month	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	
Jan 1, 2024 - May 31, 2024	

[illegible]

[illegible]

[illegible]

[Double click to add Dept/Program Name]

[Click to add Address]

[Click to add City/Town] , NL

Canada, [Click to add POSTAL CODE]

t: [Click to add 709-000-0000]

w: NLHealthServices.ca

[Click to add Month Day, Year]

[DATE]

[Employee address]

Dear [Insert employee name],

Re: Rental Agreement for [insert property address]

We are writing in relation to the rental agreement you currently hold with Newfoundland and Labrador Health Services (NLHS) for your property located on [insert address].

It has come to NLHS' attention that this rental agreement could be in violation of the *Conflict of Interest Act, 1995*, due to your employment or affiliation [in the case of a Board member or Physician] with NLHS. Specifically, s. 8(1) of the *Act* prohibits a public office holder from entering into a contract with an agency of the Crown with which they are employed.

Please note, there are exceptions under s. 8(4) of the *Act* that may apply to you. If you believe one of these exceptions applies, please advise [insert contact] by [insert date] and NLHS will undertake further review. If none of the exceptions under s. 8(4) of the *Act* apply to your circumstances, NLHS will terminate your rental agreement effective _____.

In the future, all rental agreements with NLHS will be filled through a public tender process for which you can apply.

If you have any questions or concerns in relation to this correspondence, please contact _____.

Sincerely,

[insert signature]

[Click to add First/Last Name]

[Click to add Title]

Vendor
Chris Pembroke
Cliff Vaters
Maria Lundrigan
Marie Claude-Renaud
Sarah Parsons
Patricia Barrett
Jeff Buffet
Debbie Glaubitz
Alfred Bungay
Cory Chubbs / Annette Butt
Lisa Rogers
Tammy Reid
Nadine Vater Avery
Lorie Young
Romena Lawless
Sherry Hicks
Stephanie Fowler
Stephanie Fowler
Nathan Hill
Nelson Tobin
Michael White
Tim Goosney
Emily Wignall
Susan Diamond
Marie-Claude Renaud
Scott Melvin/Yvonne Melvin
Michael McWhirter
Rosalie Lavers
Mark Biggin (MOCEAN Physiotherapy and Wellness Inc)
Frontline Management Services Ltd./ Glen Hurley/ Joe Russell
Marie Cunning
Suzanne Arenas
Trudy & Gary Lushman
Laura Jesso
Nancy Caines
Davina Downey
Davina Downey
Paul Ploughman
Jesse Cormier
Paul O'Reilly
Paul O'Reilly
Amanda Strickland
Marilyn Pope

[illegible]

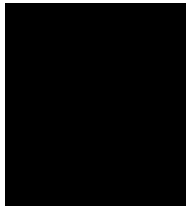
Address	Employee	Manager
40(1)	no	
	no	
	no	
	no	
	no	
	yes	Yes
	no	
	no	
	no	
	yes	
	yes	Yes
	no	
	yes	
	no	
	no	
	no	
	no	
	no	
	no	
	no	
	no	
	no	
	yes	
	no	
	no	
	yes	
	yes	
	no	
	no	
	no	
	no	
	Yes	
	no	
	no	
	no	
	no	
	yes	Yes
	no	
	no	
	no	
	yes	
	no	

[illegible]

[illegible]

From: Gerard Kenny
Sent: Wednesday, April 10, 2024 2:49 PM
To: Darren Fewer, Krissy McCarthy
Subject: FW: Letter notifying NLHS EEs of COI - Rental Agreements
Attachments: Letter notifying NLHS EEs of COI - Rental Agreements (002).docx

FYI



Gerard Kenny BBA MBA CHE

(He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

30(1)(a)

30(1)(a)

30(1)(a)

30(1)(a)

From: Collette Smith
Sent: Wednesday, May 22, 2024 11:03 AM
To: Mikaela Etchegary, Tony Williams, Gerard Kenny
Subject: FW: Media Call - Allegations of unethical practice - housing
Attachments: Osborne response March 21 2024.pdf, RNUNL letter March 15 2024.pdf

Hi there – I am including Gerard Kenny here as he has taken the lead on follow up for this. thanks



**Collette Smith RN, BSc, MBA,
CHE**
Human Resources

t: 709-466-5130
e: collette.smith@easternhealth.ca
w: NLHealthServices.ca

From: Mikaela Etchegary <Mikaela.Etchegary@easternhealth.ca>
Sent: Wednesday, May 22, 2024 10:45 AM
To: Collette Smith <Collette.Smith@easternhealth.ca>; Tony Williams <Tony.Williams@centralhealth.nl.ca>
Subject: Media Call - Allegations of unethical practice - housing

Hi Collette and Tony,

See media inquiry below. The Globe & Mail is looking for comment from NL Health Services. How would you suggest we respond to this?

Thanks,
Mikaela

From: Ha, Tu Thanh <THa@globeandmail.com>
Sent: Tuesday, May 21, 2024 3:18 PM
To: Mikaela Etchegary <Mikaela.Etchegary@easternhealth.ca>
Subject: Allegations of unethical practice - housing

EXTERNAL EMAIL : This email originated from outside the organization. Please ensure you use additional caution before opening attachments or clicking on URL links.

Good afternoon Mikaela.

I'm sorry for bothering you once more. I have just obtained via access to information some documents that allege unethical practices by some people at NLHS.

In a March 15 letter to Health Minister Tom Osborne (attached), Yvette Coffey of RNUNL wrote:

We have been approached by our members and local media that suggest some NLHS [redacted] may be engaging in unethical practices by purchasing and renting homes to internationally educated nurses and private agencies for their own personal benefit.

This practice raises serious ethical and potential conflict of interest issues. NLHS [redacted] should not be using their positions for personal gain. Nor should they be profiting from the use of private agency nurses. This can create a perception of favoritism or bias in hiring and workplace decisions.

In a March 21 letter (attached), Mr. Osborne responded:

... these allegations, if true, are alarming and distressing. I share the concerns raised in your letter. I have written to the Board Chair and Chief Executive Officer of NLHS asking NLHS to investigate these allegations. I have also brought this issue forward to the attention of the Auditor General.

Could you please let me know what NLHS can say about this. Thank you.

Mr. Tu Thanh Ha | National Reporter

40(1)

351 King St. East, suite 1600, Toronto, ON, Canada M5A 0N1

<http://www.theglobeandmail.com>

e-mail: ha@globeandmail.com



Government of Newfoundland and Labrador
Department of Health and Community Services
Office of the Minister

COR-2024-198341/01

March 21, 2024

Yvette Coffey, RN
President
Registered Nurses' Union of Newfoundland and Labrador
PO Box 416
St. John's, NL A1C 5J9
c/o dwalsh@rnunl.ca

Dear Ms. Coffey:

I am writing in response to your letter dated March 15, 2024, with respect to allegations of unethical practices by Newfoundland and Labrador Health Services (NLHS) [REDACTED] in which it is alleged that NLHS [REDACTED] may be purchasing and/or renting homes to internationally educated nurses and private agencies for their own personal benefit.

As Minister of Health and Community Services in Newfoundland and Labrador, these allegations, if true, are alarming and distressing. I share the concerns raised in your letter. I have written to the Board Chair and Chief Executive Officer of NLHS asking NLHS to investigate these allegations. 7(2) [REDACTED].

Thank you for taking the time to raise these significant concerns on behalf of your members and all Newfoundlanders and Labradorians.

Sincerely,

40(1)

HONOURABLE TOM OSBORNE, MHA
Minister of Health and Community Services
District of Waterford Valley

Cc. John McGrath, Deputy Minister, Health and Community Services



Via Email/Postal Mail

March 15, 2024

Honourable Tom Osborne
Minister of Health and Community Services
P.O. Box 8700
Main Floor, East Block
Confederation Building
St. John's, NL A1B 4J6

Dear Minister Osborne:

I am writing to bring to your attention a matter of concern regarding the Newfoundland and Labrador Health Services (NLHS). We have been approached by our Members and local media that suggest some NLHS [REDACTED] may be engaging in unethical practices by purchasing and renting homes to internationally educated nurses and private agencies for their own personal benefit.

This practice raises serious ethical and potential conflict of interest issues. NLHS [REDACTED]

[REDACTED] should not be using their positions for personal gain. Nor should they be profiting from the use of private agency nurses. This can create a perception of favoritism or bias in hiring and workplace decisions. This could also be viewed as a significant power imbalance between Employer and their employees. If substantiated, this undermines the integrity of the recruitment process and erodes trust within the healthcare system.

Furthermore, this practice may also have implications for the availability and affordability of housing for internationally educated nurses, who are important members of our healthcare workforce. If NLHS [REDACTED] are capitalizing on housing opportunities for personal gain, it could exacerbate existing challenges related to housing accessibility and affordability for healthcare professionals, ultimately impacting recruitment and retention.

I urge you to investigate these claims thoroughly and take appropriate action to address any instances of unethical behavior within NLHS. It is imperative that we uphold the highest standards of integrity and transparency in all aspects of healthcare management to ensure the well-being of patients, healthcare professionals, and the public trust in our healthcare system.

Thank you for your attention to this matter. I trust that you will take swift and decisive action to address these concerns and uphold the principles of ethical governance within NLHS. I am available to meet with you to discuss.

Sincerely,

40(1)

Kvette Conley, RN
President

PO Box 416, St. John's, NL A1C 5J9 • TELEPHONE (709) 753.9961 • TOLL-FREE (800) 563.5100 • FACSIMILE (709) 753.1210 • info@munl.ca • munl.ca

From: Debbie Molloy
Sent: Thursday, May 23, 2024 2:28 PM
To: Mikaela Etchegary, Lynette Oates
Cc: Tracey Boland (Communications), Gerard Kenny, Kristina Roache
Subject: Re: For VP Approval - Media Call - Allegations of unethical practice

Good with me, thank you!

From: Mikaela Etchegary <Mikaela.Etchegary@easternhealth.ca>
Sent: Thursday, May 23, 2024 2:26 PM
To: Debbie Molloy <Debbie.Molloy@easternhealth.ca>; Lynette Oates <Lynette.Oates@easternhealth.ca>
Cc: Tracey Boland (Communications) <TraceyL.Boland@easternhealth.ca>; Gerard Kenny <Gerard.Kenny@easternhealth.ca>; Kristina Roache <Kristina.Roache@easternhealth.ca>
Subject: For VP Approval - Media Call - Allegations of unethical practice

Hi Lynette and Debbie,

See media request below for approval. Gerard and Tracey have approved the response. Thank you!

Media:

Globe and Mail, Tu Thanh Ha

Context:

The reporter has obtained via access to information some documents that allege unethical practices by some people at NL Health Services.

In a March 15 letter to Health Minister Tom Osborne, Yvette Coffey of RNUNL wrote:

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Questions:

Could you please let me know what NL Health Services can say about this?

29(1)(a)

From: Lynette Oates
Sent: Thursday, May 23, 2024 2:38 PM
To: Debbie Molloy, Mikaela Etchegary
Cc: Tracey Boland (Communications), Gerard Kenny, Kristina Roache
Subject: Re: For VP Approval - Media Call - Allegations of unethical practice

Same here



**NL Health
Services**

Lynette Oates

Chief - Public Engagement and Communications
NL Health Services

t: 709-752-6109
e: lynette.oates@easternhealth.ca
w: NLHealthServices.ca

From: Debbie Molloy <Debbie.Molloy@easternhealth.ca>
Sent: May 23, 2024 2:27 PM
To: Mikaela Etchegary <Mikaela.Etchegary@easternhealth.ca>; Lynette Oates <Lynette.Oates@easternhealth.ca>
Cc: Tracey Boland (Communications) <TraceyL.Boland@easternhealth.ca>; Gerard Kenny <Gerard.Kenny@easternhealth.ca>; Kristina Roache <Kristina.Roache@easternhealth.ca>
Subject: Re: For VP Approval - Media Call - Allegations of unethical practice

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Cc: Tracey Boland (Communications), Gerard Kenny, Kristina Roache
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Questions:

Could you please let me know what NL Health Services can say about this?

29(1)(a)

From: Mikaela Etchegary
Sent: Friday, May 24, 2024 4:07 PM
Subject: Media Call Report: Allegations of unethical practice Globe and Mail May 24, 2024

MEDIA CALL REPORT

Statement

Date:
May 24, 2024

Media:
Globe and Mail, Tu Thanh Ha

Context:
The reporter has obtained via access to information some documents that allege unethical practices by employees of NL Health Services.

In a March 15 letter to Health Minister Tom Osborne, Yvette Coffey of RNUNL wrote:

We have been approached by our members and local media that suggest some NLHS [redacted] may be engaging in unethical practices by purchasing and renting homes to internationally educated nurses and private agencies for their own personal benefit.

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Questions:
Could you please let me know what NL Health Services can say about this?

Response Delivered:
NL Health Services is currently reviewing the housing arrangements of employees who are renting or leasing properties to the health authority. This review aims to ensure compliance with the requirements of the Provincial Government's [Conflict of Interest Act](#), determine the applicability of any listed exemptions, and identify potential conflicts of interest. We anticipate completing this review in the coming weeks.

In consultation and approved by:
Lynette Oates
Debbie Molloy
Tracey Boland
Gerard Kenny

From: Debbie Molloy
Sent: Monday, July 15, 2024 8:00 AM
To: Gerard Kenny
Cc: Darren Fewer
Subject: Re: COI follow up

Ok thanks, I spoke with Darren and 29(1)(a)



Would like a plan?

Thx

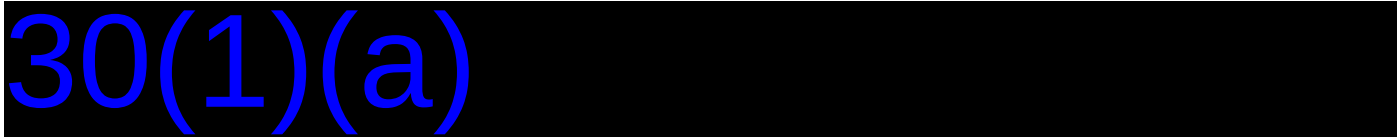
Debbie

Sent from my iPhone

On Jul 12, 2024, at 11:37 PM, Gerard Kenny <Gerard.Kenny@easternhealth.ca> wrote:

Hi Debbie

30(1)(a)



Thanks,

Gerard

<image001.jpg>

Gerard Kenny BBA MBA CHE

(He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

From: Debbie Molloy <Debbie.Molloy@easternhealth.ca>

Sent: Tuesday, July 2, 2024 8:25 AM

To: Gerard Kenny <Gerard.Kenny@easternhealth.ca>; Darren Fewer <Darren.Fewer@easternhealth.ca>

Subject: Re: COI follow up

Hi Darren,

With Gerard away, don't want to lose sight of this file! 30(1)(a)

Thx

Debbie

Sent from my iPhone

On Jun 18, 2024, at 12:55 PM, Gerard Kenny <Gerard.Kenny@easternhealth.ca> wrote:

Hi

Sharing FYI. 30(1)(a)

Thanks,

Gerard

<image001.jpg>

Gerard Kenny BBA MBA CHE

(He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

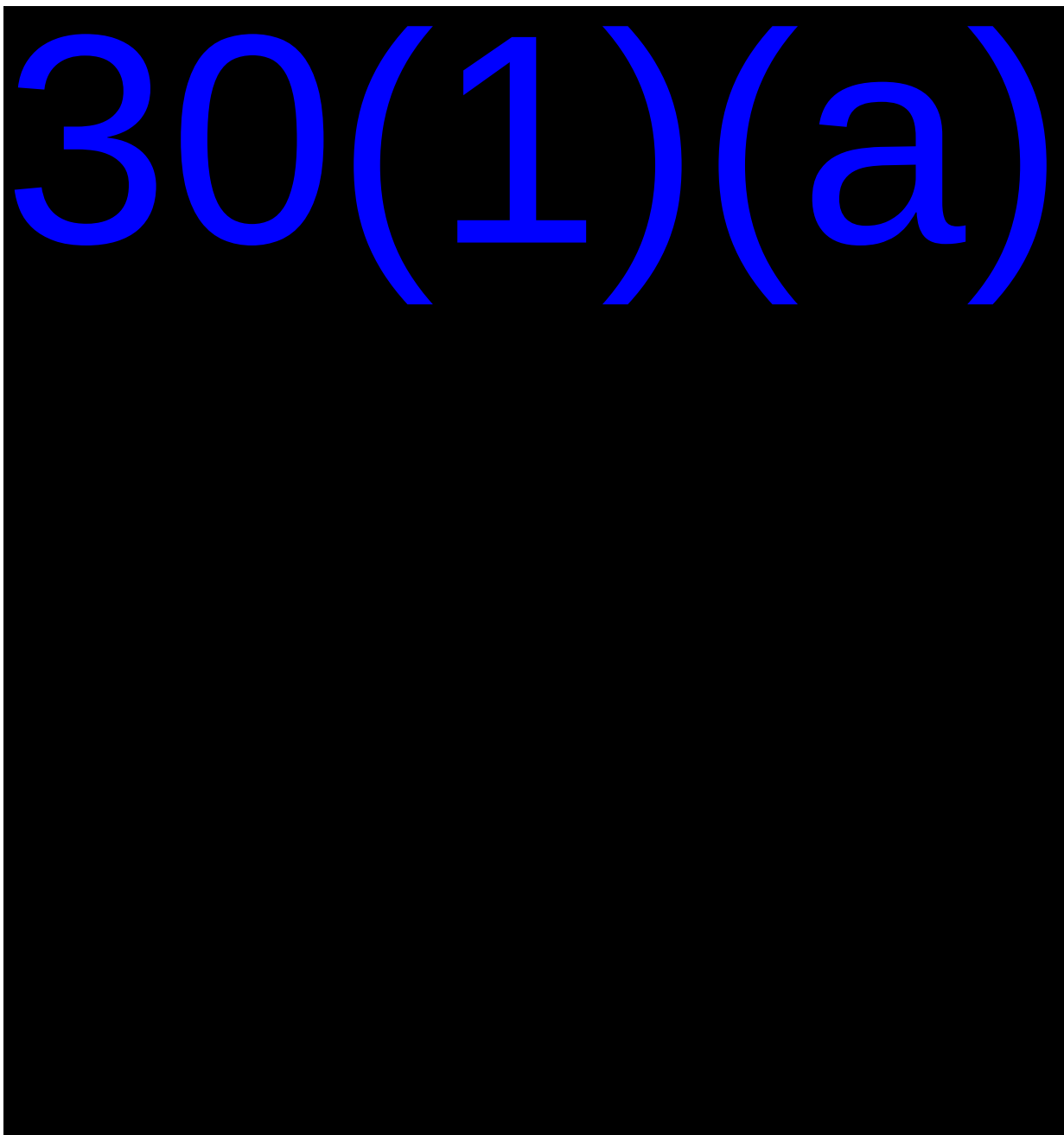
From: Darren Fewer <Darren.Fewer@easternhealth.ca>

Sent: Tuesday, June 18, 2024 12:09 PM

To: Gerard Kenny <Gerard.Kenny@easternhealth.ca>; Krissy McCarthy
<krissy.mccarthy@easternhealth.ca>

Subject: COI follow up

30(1)(a)



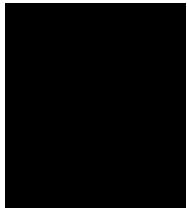
From: Fraser Fry
Sent: Thursday, July 18, 2024 4:29 PM
To: Gerard Kenny, Corina Reid
Cc: Darren Fewer
Subject: RE: COI follow up information required
Attachments: Eastern Rural COI File May 31 2024.xlsx

Hi

Thanks Gerard

Corina, please see attached / below – can you please help with providing a response – tks,

Thanks,



Fraser Fry, MTM, B.Tech, BMET, CHE, CET

Senior Director
Facilities and Support Services
Eastern Rural Zone

t: 709-730-0848

e: fraser.fry@easternhealth.ca

w: NLHealthServices.ca

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From: Gerard Kenny <Gerard.Kenny@easternhealth.ca>
Sent: Thursday, July 18, 2024 8:42 AM
To: Fraser Fry <Fraser.Fry@easternhealth.ca>
Cc: Darren Fewer <Darren.Fewer@easternhealth.ca>; Gerard Kenny <Gerard.Kenny@easternhealth.ca>
Subject: COI follow up information required
Importance: High

Hi Fraser

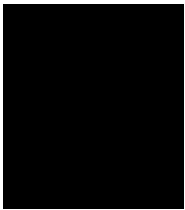
Further to our discussion yesterday, I am sending you your zone's spreadsheet on this file, and I am looking for the following information to be populated in your respective spreadsheet:

- 1) Was the current arrangement with the employee/employee's spouse done through an RFP (Y/N); if yes please include RFP number or anything that would identify what RFP it was.
- 2) When is the current arrangement up for renewal?

Sorry about the quick turnaround, but I need this information by Monday July 22, 2024 at the latest.

Thanks,

Gerard



Gerard Kenny BBA MBA CHE

(He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

40(1)

Property Address	Property Owner	AR
	Lana Hartson	Yes
	Natasha Bailey	Yes
	Lori Keel	
	Sarah Donnelly Harnum	Yes
	Michelle Hodder	

40(1)

Delsey Kelly

Yes

Lisa Peddle

Dion Park

Yes

Dion Park

Yes

84104 NL Inc. *Dora Hluszkiw

84104 NL Inc. * Dora Hluszkiw

Dion Park

Yes

Job Title
Clerk III
Licensed Practical Nurse I
Personal Care Attendant & Domestic Worker
Registered Midwife
Registered Nurse IA

Registered Nurse IB
Registered Nurse IB & Operating Room Technician
Senior Site Manager
Senior Site Manager
Senior Site Manager

Current Leased Residential Units - Eastern Rural Zo

Mailing Address to send the registered letter

40(1)

40(1)

one

Email Response	Was this arrangement completed through an RFP process (Y/N)	RFP Number
section 8.4 c and d would apply. I was initially contacted by Christine Riley on the authorization of Leslie Ann Rowsell for rental of my apartment. 40(1) in this area. 40(1) Through this agreement further extensions became available to house travel nurses as no other accommodations were available at that time either.		
Employee 40(1)		
Employee meets exception under the Act - (c) a contract for goods or services made in an emergency; and (d) a contract for goods or services provided in a case where no other person is qualified and available to provide the goods or services;		
Employee 40(1) ; Also, The lease was signed June 30, 2023. Employee was not hired by Eastern Health until November 3, 2023.		
40(1)		

Employee did not know it was a COI and was never asked if she was an NLHS employee. 40(1)		
Employee meets exception under the Act - (c) a contract for goods or services made in an emergency; and (d) a contract for goods or services provided in a case where no other person is qualified and available to provide the goods or services;		
40(1)		
40(1)		
40(1)		
Employee states 40(1)		
Employee 40(1)		

When is the current arrangement scheduled to expire?

From: Corina Reid
Sent: Friday, July 19, 2024 3:05 PM
To: Gerard Kenny
Cc: Darren Fewer, Fraser Fry
Subject: RE: COI follow up information required
Attachments: Copy of Eastern Rural COI File May 31 2024 CR Edits July 19 2024.xlsx

Hi Gerard,

It's been a while,, hope all is well..

Requested info has been populated.

29(1)(a) [Redacted]
[Redacted]

[Redacted]
[Redacted]
[Redacted]

[Redacted]
[Redacted]

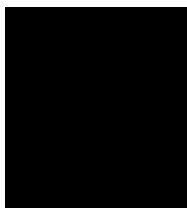
[Redacted]

[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]

[Redacted]
[Redacted]
[Redacted]

[Redacted]
[Redacted]

Corina



Corina Reid
Manager Housing Operations and Leasing
Eastern Rural Zone
Infrastructure Support

t: 709-427-4144
e: corina.reid@easternhealth.ca
w: NLHealthServices.ca

“A rising tide lifts all boats” – J.F.K.

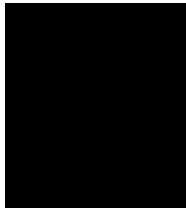
From: Fraser Fry <Fraser.Fry@easternhealth.ca>
Sent: Thursday, July 18, 2024 4:29 PM
To: Gerard Kenny <Gerard.Kenny@easternhealth.ca>; Corina Reid <Corina.Reid@easternhealth.ca>
Cc: Darren Fewer <Darren.Fewer@easternhealth.ca>
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Hi

Thanks Gerard

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Thanks,



Fraser Fry, MTM, B.Tech, BMET, CHE, CET

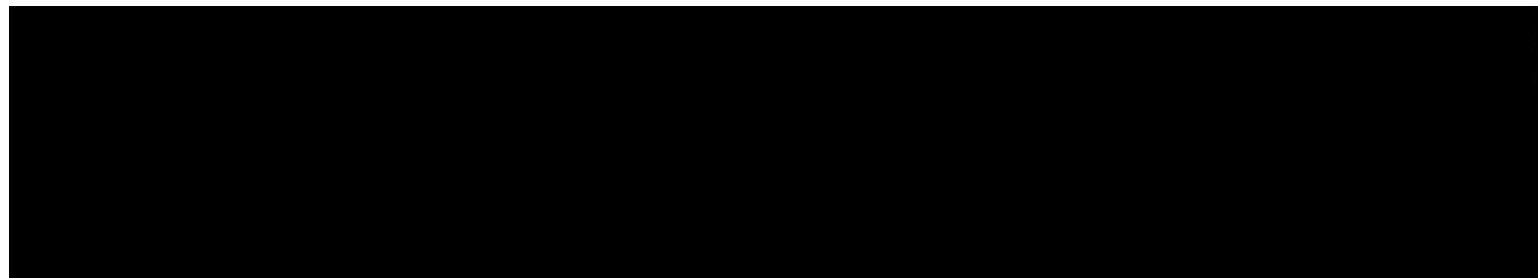
Senior Director
Facilities and Support Services
Eastern Rural Zone

t: 709-730-0848

e: fraser.fry@easternhealth.ca

w: NLHealthServices.ca

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To: Fraser Fry <Fraser.Fry@easternhealth.ca>
Cc: Darren Fewer <Darren.Fewer@easternhealth.ca>; Gerard Kenny <Gerard.Kenny@easternhealth.ca>
Subject: COI follow up information required
Importance: High

Hi Fraser

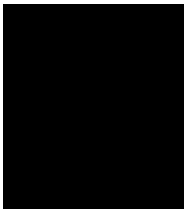
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Gerard Kenny BBA MBA CHE

(He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

40(1)

Property Address	Property Owner	AR
	Lana Hartson	Yes
	Natasha Bailey	Yes
	Lori Keel	
	Sarah Donnelly Harnum	Yes
	Michelle Hodder	

40(1)

	Delsey Kelly	Yes
	Lisa Peddle	
	Dion Park	Yes
	Dion Park	Yes
	84104 NL Inc. *Dora Hluszkiw	
	84104 NL Inc. * Dora Hluszkiw	
	Dion Park	Yes



Job Title

--

Clerk III

--

Licensed Practical Nurse I

--

Personal Care Attendant & Domestic Worker

--

Registered Midwife

--

Registered Nurse IA

Registered Nurse IB

Registered Nurse IB & Operating Room
Technician

Senior Site Manager

Senior Site Manager

Senior Site Manager

Current Leased Residential Units - Eastern Rural Z

Mailing Address to send the registered letter

40(1)

40(1)

Zone

Email Response	Was this arrangement completed through an RFP process (Y/N)
section 8.4 c and d would apply. I was initially contacted by Christine Riley on the authorization of Leslie Ann Rowsell for rental of my apartment. Otherwise they would have had to pay nightly for accommodations in this area. 40(1) Through this agreement further extensions became available to house travel nurses as no other accommodations were available at that time either.	No. Homeowner was contacted by Burin Area Admin to lease, for Nursing Accomms, to maintain services at Burin Healthcare Centre. Housing Ops Onboarded.
Employee 40(1)	No. Accommodations requested by Agency Recruitmnet for imminent upcoming arrivall of Travel Nurses. Insufficient time to do open Call for Bids.
Employee meets exception under the Act - (c) a contract for goods or services made in an emergency; and (d) a contract for goods or services provided in a case where no other person is qualified and available to provide the goods or services;	No. Housing Ops initially contacted by Reg Dir of Medicine for Nursing accomms asap, to maintain services at Bonavista healthcare Sites. Housing Ops onboarded as directed.
Employee 40(1) ; Also, The lease was signed June 30, 2023. Employee was not hired by Eastern Health until November 3, 2023.	No. Accommodations requested by Agency Recruitmnet for imminent upcoming arrivall of Travel Nurses. Insufficient time to do open Call for Bids.
Employee 40(1)	Yes

Employee did not know it was a COI and was never asked if she was an NLHS employee. 40(1) [REDACTED] [REDACTED] [REDACTED] [REDACTED]	No. Accommodations requested by Agency Recruitmnet for imminent upcoming arrivall of Travel Nurses. Insufficient time to do open Call for Bids.
Employee meets exception under the Act - (c) a contract for goods or services made in an emergency; and (d) a contract for goods or services provided in a case where no other person is qualified and available to provide the goods or services;	Yes
Employee 40(1) [REDACTED] [REDACTED]	Yes
Employee 40(1) [REDACTED] [REDACTED]	Yes
Employee 40(1) [REDACTED] [REDACTED] [REDACTED] [REDACTED]	Yes
Employee 40(1) [REDACTED] [REDACTED] [REDACTED] [REDACTED]	Yes
Employee 40(1) [REDACTED] [REDACTED] [REDACTED] [REDACTED]	Yes
Employee 40(1) [REDACTED] [REDACTED]	No. Accommodations requested by Agency Recruitmnet for imminent upcoming arrivall of Travel Nurses. Insufficient time to do open Call for Bids.

RFP Number	When is the current arrangement scheduled to expire?
	31-Dec-24
	28-Feb-25
	Month to Month Agreement.
	Month to Month Agreement.
Tender #2017-4238A	Month to Month Agreement.

	31-Aug-24
Tender #2021-2094 & #2022-2073 did not yield results. Steve Avery of S & C worked with us to onbaord this unit at that time.	Month to Month Agreement.
Tender #2018-4452	Month to Month Agreement.
Tender #2018-4452	Month to Month Agreement.
Tender #2022-2290 did not yield results. Ashley Davis of S & C worked with us to onbaord this unit at that time.	Month to Month Agreement.
Tender #2022-2290 did not yield results. Ashley Davis of S & C worked with us to onbaord this unit at that time.	Month to Month Agreement.
	Month to Month Agreement.

From: Gerard Kenny
Sent: Friday, July 19, 2024 8:36 PM
To: Debbie Molloy
Cc: Gerard Kenny
Subject: RE: Conflict of Interest

Hi Debbie

[29\(1\)\(a\)](#)

[REDACTED]

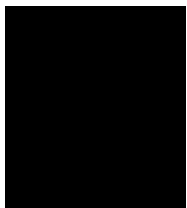
[REDACTED]

[REDACTED]

[REDACTED]

Thanks,

Gerard



Gerard Kenny BBA MBA CHE

(He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

W: NLHealthServices.ca

From: Debbie Molloy <Debbie.Molloy@easternhealth.ca>
Sent: Thursday, July 18, 2024 11:37 AM
To: Gerard Kenny <Gerard.Kenny@easternhealth.ca>
Subject: Fw: Conflict of Interest

Hi Gerard,
Can you please prep a response?
thanks
Debbie

From: Scott Bishop <Scott.Bishop@easternhealth.ca>
Sent: Thursday, July 18, 2024 9:21 AM
To: Debbie Molloy <Debbie.Molloy@easternhealth.ca>
Subject: FW: Conflict of Interest

Hi Debbie – see attached.

Scott

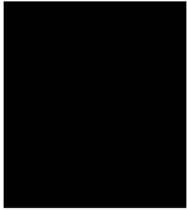


Scott Bishop CPA, CGA, CHE
Vice President – Corporate Services
Chief Financial Officer
Executive Offices
70 O’Leary Avenue, St. John’s, NL, A1B2C7
e: scott.bishop@easternhealth.ca
Administrative Support
Holly Edwards
e: holly.edwards@easternhealth.ca

web. [NL Health Services](http://NLHealthServices)

From: Karen Stone <Karen.Stone@nlhealthservices.ca>
Sent: Thursday, July 18, 2024 8:16 AM
To: Scott Bishop <Scott.Bishop@easternhealth.ca>
Subject: FW: Conflict of Interest

See attached. Can we please discuss?



Karen Stone, KC

Chief Executive Officer (Interim)

NL Health Services

70 O'Leary Avenue, St. John's NL A1B 2C7

t: 709-697-4946

e: karen.stone@nlhealthservices.ca

w: NLHealthServices.ca

From: Minister, HCS <hcs@gov.nl.ca>

Sent: Wednesday, July 17, 2024 5:34 PM

To: Bob Andrews <Bob.Andrews@nlhealthservices.ca>; Karen Stone <Karen.Stone@nlhealthservices.ca>

Subject: Conflict of Interest

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From: Debbie Molloy
Sent: Monday, July 22, 2024 9:44 AM
To: Gerard Kenny
Subject: Re: Conflict of Interest

Revise away, I have not reviewed yet.
Thanks
Debbie

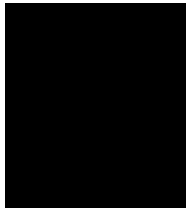
From: Gerard Kenny <Gerard.Kenny@easternhealth.ca>
Sent: Monday, July 22, 2024 9:39 AM
To: Debbie Molloy <Debbie.Molloy@easternhealth.ca>
Subject: RE: Conflict of Interest

Hi,

Did you have a chance to review. If a response has not been submitted to the Minister yet, I would like to revise the message to add additional information for more context.

Thanks,

Gerard



Gerard Kenny BBA MBA CHE

(He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

From: Gerard Kenny <Gerard.Kenny@easternhealth.ca>
Sent: Friday, July 19, 2024 8:36 PM
To: Debbie Molloy <Debbie.Molloy@easternhealth.ca>
Cc: Gerard Kenny <Gerard.Kenny@easternhealth.ca>
Subject: RE: Conflict of Interest
Importance: High

Hi Debbie

29(1)(a)

[REDACTED]

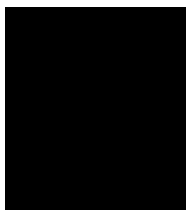
[REDACTED]

[REDACTED]

[REDACTED]

Thanks,

Gerard



Gerard Kenny BBA MBA CHE

(He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

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To: Debbie Molloy <Debbie.Molloy@easternhealth.ca>
Subject: FW: Conflict of Interest

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Scott

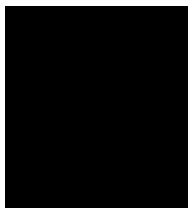


Scott Bishop CPA, CGA, CHE
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web: [NL Health Services](http://NLHealthServices.ca)

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Subject: FW: Conflict of Interest

See attached. Can we please discuss?



Karen Stone, KC
Chief Executive Officer (Interim)
NL Health Services
70 O'Leary Avenue, St. John's NL A1B 2C7
t: 709-697-4946
e: karen.stone@nlhealthservices.ca
w: NLHealthServices.ca

From: Minister, HCS <hcs@gov.nl.ca>

Sent: Wednesday, July 17, 2024 5:34 PM

To: Bob Andrews <Bob.Andrews@nlhealthservices.ca>; Karen Stone <Karen.Stone@nlhealthservices.ca>

Subject: Conflict of Interest

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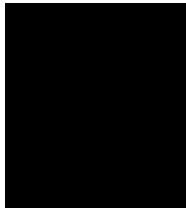
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From: Fraser Fry
Sent: Monday, July 22, 2024 8:41 AM
To: Corina Reid, Gerard Kenny
Cc: Darren Fewer
Subject: RE: COI follow up information required

Thanks Corina

Gerard, please let me know if you have any further questions.

Thanks,



Fraser Fry, MTM, B.Tech, BMET, CHE, CET

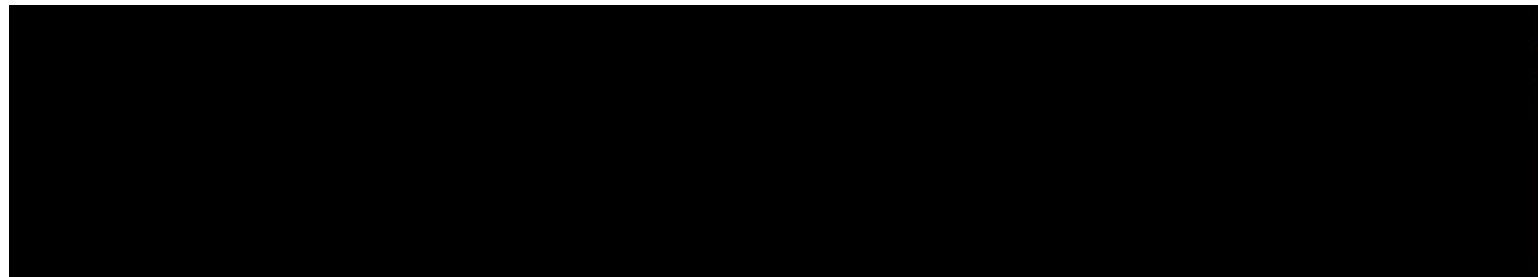
Senior Director
Facilities and Support Services
Eastern Rural Zone

t: 709-730-0848

e: fraser.fry@easternhealth.ca

w: NLHealthServices.ca

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From: Corina Reid <Corina.Reid@easternhealth.ca>
Sent: Friday, July 19, 2024 3:05 PM
To: Gerard Kenny <Gerard.Kenny@easternhealth.ca>
Cc: Darren Fewer <Darren.Fewer@easternhealth.ca>; Fraser Fry <Fraser.Fry@easternhealth.ca>
Subject: RE: COI follow up information required

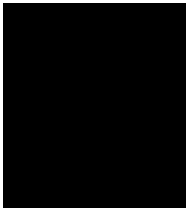
Hi Gerard,

It's been a while,, hope all is well..

Requested info has been populated.

29(1)(a)

Corina



Corina Reid
Manager Housing Operations and Leasing
Eastern Rural Zone
Infrastructure Support

t: 709-427-4144
e: corina.reid@easternhealth.ca
w: NLHealthServices.ca

“A rising tide lifts all boats” – J.F.K.

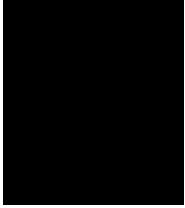
From: Fraser Fry <Fraser.Fry@easternhealth.ca>
Sent: Thursday, July 18, 2024 4:29 PM
To: Gerard Kenny <Gerard.Kenny@easternhealth.ca>; Corina Reid <Corina.Reid@easternhealth.ca>
Cc: Darren Fewer <Darren.Fewer@easternhealth.ca>
Subject: RE: COI follow up information required

Hi

Thanks Gerard

Corina, please see attached / below – can you please help with providing a response – tks,

Thanks,



Fraser Fry, MTM, B.Tech, BMET, CHE, CET

Senior Director
Facilities and Support Services
Eastern Rural Zone

t: 709-730-0848

e: fraser.fry@easternhealth.ca

w: NLHealthServices.ca

Please check out our physician opportunities: [Extraordinary Everyday!](#)



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From: Gerard Kenny <Gerard.Kenny@easternhealth.ca>

Sent: Thursday, July 18, 2024 8:42 AM

To: Fraser Fry <Fraser.Fry@easternhealth.ca>

Cc: Darren Fewer <Darren.Fewer@easternhealth.ca>; Gerard Kenny <Gerard.Kenny@easternhealth.ca>

Subject: COI follow up information required

Importance: High

Hi Fraser

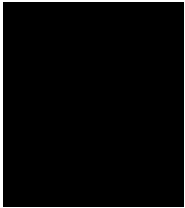
Further to our discussion yesterday, I am sending you your zone's spreadsheet on this file, and I am looking for the following information to be populated in your respective spreadsheet:

- 1) Was the current arrangement with the employee/employee's spouse done through an RFP (Y/N); if yes please include RFP number or anything that would identify what RFP it was.
- 2) When is the current arrangement up for renewal?

Sorry about the quick turnaround, but I need this information by Monday July 22, 2024 at the latest.

Thanks,

Gerard



Gerard Kenny BBA MBA CHE

(He/Him)

Senior Director

Human Resources

t: 709-777-3131

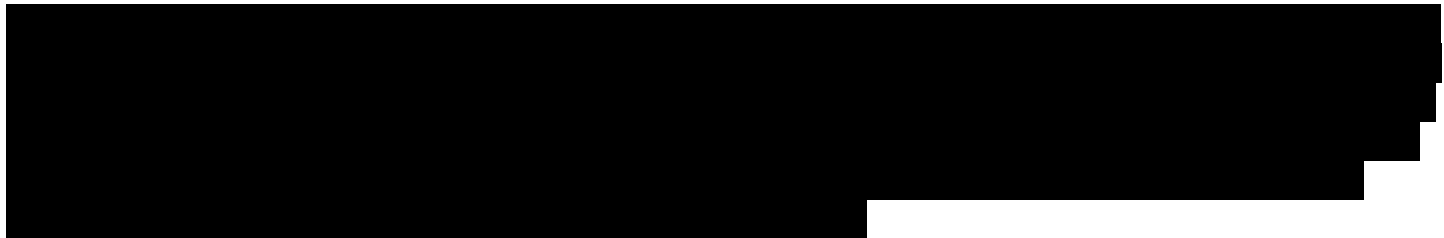
e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

From: Gerard Kenny
Sent: Monday, July 22, 2024 12:52 PM
To: Debbie Molloy
Cc: Gerard Kenny
Subject: RE: Conflict of Interest

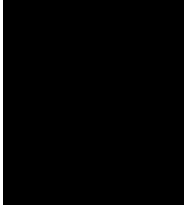
Hi,

29(1)(a)



Thanks,

Gerard



Gerard Kenny BBA MBA CHE

(He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

From: Debbie Molloy <Debbie.Molloy@easternhealth.ca>

Sent: Monday, July 22, 2024 9:44 AM

To: Gerard Kenny <Gerard.Kenny@easternhealth.ca>

Subject: Re: Conflict of Interest

Revise away, I have not reviewed yet.

Thanks

Debbie

From: Gerard Kenny <Gerard.Kenny@easternhealth.ca>

Sent: Monday, July 22, 2024 9:39 AM

To: Debbie Molloy <Debbie.Molloy@easternhealth.ca>

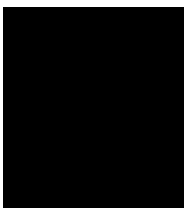
Subject: RE: Conflict of Interest

Hi,

Did you have a chance to review. If a response has not been submitted to the Minister yet, I would like to revise the message to add additional information for more context.

Thanks,

Gerard



Gerard Kenny BBA MBA CHE

(He/Him)

Senior Director

Human Resources

t: 709-777-3131

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w: NLHealthServices.ca

From: Gerard Kenny <Gerard.Kenny@easternhealth.ca>

Sent: Friday, July 19, 2024 8:36 PM

To: Debbie Molloy <Debbie.Molloy@easternhealth.ca>

Cc: Gerard Kenny <Gerard.Kenny@easternhealth.ca>

Subject: RE: Conflict of Interest

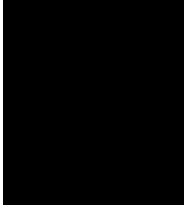
Importance: High

Hi Debbie

29(1)(a)

Thanks,

Gerard



Gerard Kenny BBA MBA CHE

(He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

From: Debbie Molloy <Debbie.Molloy@easternhealth.ca>

Sent: Thursday, July 18, 2024 11:37 AM

To: Gerard Kenny <Gerard.Kenny@easternhealth.ca>

Subject: Fw: Conflict of Interest

Hi Gerard,

Can you please prep a response?

thanks

Debbie

From: Scott Bishop <Scott.Bishop@easternhealth.ca>

Sent: Thursday, July 18, 2024 9:21 AM

To: Debbie Molloy <Debbie.Molloy@easternhealth.ca>

Subject: FW: Conflict of Interest

Hi Debbie – see attached.

Scott



Scott Bishop CPA, CGA, CHE
Vice President – Corporate Services
Chief Financial Officer
Executive Offices
70 O'Leary Avenue, St. John's, NL, A1B2C7
e: scott.bishop@easternhealth.ca
Administrative Support
Holly Edwards
e: holly.edwards@easternhealth.ca

web. [NL Health Services](http://NLHealthServices.ca)

From: Karen Stone <Karen.Stone@nlhealthservices.ca>
Sent: Thursday, July 18, 2024 8:16 AM
To: Scott Bishop <Scott.Bishop@easternhealth.ca>
Subject: FW: Conflict of Interest

See attached. Can we please discuss?



Karen Stone, KC
Chief Executive Officer (Interim)
NL Health Services
70 O'Leary Avenue, St. John's NL A1B 2C7
t: 709-697-4946
e: karen.stone@nlhealthservices.ca
w: NLHealthServices.ca

From: Minister, HCS <hcs@gov.nl.ca>
Sent: Wednesday, July 17, 2024 5:34 PM
To: Bob Andrews <Bob.Andrews@nlhealthservices.ca>; Karen Stone <Karen.Stone@nlhealthservices.ca>
Subject: Conflict of Interest

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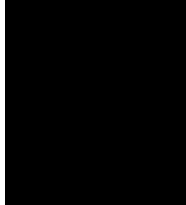
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From: Michelle Davis
Sent: Tuesday, July 23, 2024 10:06 AM
To: Gerard Kenny, Steven Lockyer
Cc: Darren Fewer
Subject: RE: COI follow up information required
Attachments: Copy of Eastern Urban Zone COI July 2024 - Michelle's notes - July 23, 2024.xlsx

Here you go.

Thanks,



Michelle Davis

Regional Business Manager
Infrastructure Support
Leasing and Accommodations
MultiMedia Productions

t: 709.699.0587

e: michelle.davis@easternhealth.ca

w: NLHealthServices.ca

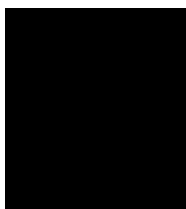
From: Gerard Kenny <Gerard.Kenny@easternhealth.ca>
Sent: Tuesday, July 23, 2024 9:50 AM
To: Michelle Davis <Michelle.Davis@easternhealth.ca>; Steven Lockyer <Steven.Lockyer@easternhealth.ca>
Cc: Darren Fewer <Darren.Fewer@easternhealth.ca>; Gerard Kenny <Gerard.Kenny@easternhealth.ca>
Subject: FW: COI follow up information required
Importance: High

Hi Michelle

Hoping you can get met the updated information (as per below) by today.

Thanks,

Gerard



Gerard Kenny BBA MBA CHE

(He/Him)
Senior Director
Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

From: Gerard Kenny
Sent: Thursday, July 18, 2024 8:38 AM
To: Steven Lockyer <Steven.Lockyer@easternhealth.ca>; Michelle Davis <Michelle.Davis@easternhealth.ca>
Cc: Darren Fewer <Darren.Fewer@easternhealth.ca>
Subject: COI follow up information required
Importance: High

Hi everyone

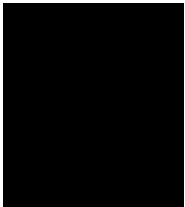
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Sorry about the quick turnaround, but I need this information by Monday July 22, 2024 at the latest.

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Gerard



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(He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

40(1)

Property Address	or Company - This is who the let	Lease terms
	Kim Jessiman	June 15, 2023 - June 14, 2024
	Chad Chafe	August 1, 2023 - July 31, 2024
	Dr. David Flusk	Aug 1, 2023 - July 31, 2024

Current Leased Residential Units -Eastern Urban Zone

Notes	Job Title	Count of Same Name	Comment	Address - where letter is to
NLHS Employee	Accommodations Officer	1	Kim Jessiman Is NLHS	
NLHS Employee	Operations Manager	1		
NLHS Employee				

40(1)

Email Response	NLHS Response	Was this arrangement completed through an RFP process (Y/N)	RFP Number
Employee 40(1) [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]	agree. Also, no decision making authroity to require agency RNs, Locums, or IENs	N	
Employee recently submitted a request via Merix/public tender and waiting for an update regarding the same - wondering if exception can apply as it didn't exist at the time of the contract Discussion from phone call Thursday May 30, 2024 - Property owned by wife's company, not his property (f) (i)(ii). 40(1) [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]	agree. Also, no decision making authroity to require agency RNs, Locums, or IENs	N	
	agree. Also, no decision making authroity to require agency RNs, Locums, or IENs	N	

When is the current arrangement scheduled to expire?
currently month to month
currently month to month
July 31,2024

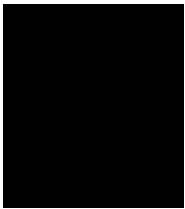
From: Gerard Kenny
Sent: Tuesday, July 30, 2024 10:46 AM
To: Debbie Molloy
Cc: Gerard Kenny
Subject: COI BN
Attachments: NLHS - Briefing Note COI 2024.docx

Hi Debbie

For review. Feedback welcome. If you are satisfied with the messaging please share with Exec/Board so that they are aware of where we are and what the next steps are.

Thanks,

Gerard



Gerard Kenny BBA MBA CHE

(He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca



**NL Health
Services**

Briefing Note

- Title:** Allegations of unethical practices of managers entering into residential lease agreements with NL Health Services (NLHS) which may have violated the Conflict of Interest Act, 1995 (the Act).
- Issue:** The Registered Nurses Union of Newfoundland and Labrador (RNUNL) has alleged that some NLHS managers have engaged in unethical practices by purchasing and renting homes to NLHS to provide accommodations to Internationally Educated Nurses (IENs) and nurses from private agencies (Agency RNs), for their personal gain. Further, it was alleged that these practices, if true, are in violation of the Act.

Background and Current Status:

- On March 15, 2024, the RNUNL wrote to Minister Tom Osbourne alleging unethical practices by NLHS managers who purchased/ leased residential accommodations NLHS for the purpose of housing IENs and/ or Agency RNs to NLHS to their personal benefit.
- On March 20, 2024, Minister Osbourne wrote to Robert Andrews, NLHS Board Chair, and David Diamond, NLHS CEO (COR-2024-198380) to express concern over the allegations. At the Minister's request, NLHS was to investigate the allegations further and seek to immediately remedy any arrangement that was determined to be in violation of the Act.
- On March 28, 2024, NLHS CEO David Diamond responded to Minister Osbourne's letter outlining the strategies employed by NLHS to secure residential accommodations, in keeping with the Public Procurement Act (PPA), in these situations. Mr. Diamond also advised that NLHS would investigate the allegations further, but also noted that the Act does allow for exemptions under certain circumstances (as outlined in the Act).
- Through its investigation in April 2024, NLHS determined that there were 415 residential properties leased provincially, and of those properties 57 are owned by current employees, 17 of which are managers.
- In the context of needing to secure emergency accommodations during and post-COVID, NLHS has used Public Tenders, Open Calls, and Requests For Proposals (RFP) processes to identify suitable candidates.
- While Open Calls/Public Tenders are normal process for onboarding accommodations, these processes are not always successful. The Open Call/Tender process typically takes two to four months duration to solidify while NLHS housing operations often receive very short notice of staff arrivals (i.e., there are times when NLHS only have a few days' notice of staff arrivals).
- Table 1 below provides a breakdown of leased residences by zone:

Table 1: Breakdown of leased residences by zone

Zone	Total Leased Residences	Total Leased Residences from Employees (or spouses) of NLHS
Central	167	32
Eastern Rural	96	12
Eastern Urban	109	3
Lab-Grenfell	0	0
Western	43	10
Total	415	57

Action Taken to Date:

- By mid-April letters were sent to all 57 employees from Human Resources advising them of the potential conflict of interest. They were asked to reply within two weeks as to whether they felt their situation warranted consideration under any of the exemption criteria as per the Act.
- Responses were received from 47 of the 57 employees. The responses primarily cited the following exemptions of the Act Section 8 (4):
 - b) a contract was awarded by public tender;
 - c) a contract for goods and services made in an emergency;
 - d) a contract for goods or services provided in a case where no other person is qualified and available to provide the goods or services;
- Responses were validated with NLHS zone Leasing divisions, and response rationale was generally supported.
- 30(1)(a) [REDACTED]
- Table 2 provides a breakdown of current arrangement and impact to zone of ending current lease arrangement:

Table 2: Breakdown of current lease arrangement and impact to zone of ending current arrangement

Zone	Total Leased Residences from Employees (or spouses) of NLHS	Number of Leased Residences under Tender Process	Number of Leased Residences to be terminated under existing arrangement
Central	32	0	32
Eastern Rural	12	6	6
Eastern Urban	3	0	3
Lab-Grenfell	0	0	0
Western	10	0	10
Total	57	6	51

- Under the Residential Tenancies Act (2018), Section 18 states “*Landlords and tenants may terminate a rental agreement as long as the required notification form and notice period has been issued.*” Table 3 provides a summary of the notice requirements to terminate an agreement without cause, and Table 4 provides a breakdown by zone of the current lease arrangements:

Table 3: Notice requirements to terminate a lease agreement without cause
Source: Residential Tenancies Act, 2018

Standard Termination Notice Requirements		
Type of Agreement	Notice Period Tenant to Landlord	Notice Period Landlord to Tenant
Week-to-week	Not less than 7 days before the end of the rental period.	Not less than 4 weeks before the end of the rental period.
Month-to-Month	Not less than 1 month before the end of the rental period.	Not less than 3 months before the end of the rental period
Fixed Term (6 to 12 months)	Not less than 2 months before the end of the fixed term specified in the rental agreement	Not less than 3 months before the end of the fixed term specified in the rental agreement.

Table 4: Current lease arrangements by zone

Zone	Month-to-Month	Fixed Term > 6-mos remaining	< 6-mos remaining	Mutually Terminated
Central	7	7	15	3
Eastern Rural	9	2	1	0
Eastern Urban	2	0	1	0
Western	0	3	7	0
Total	18	12	24	3

- As per normal NLHS process, once a fixed-term lease agreement expires without either party serving prior notice to terminate it, the arrangements default to a month-to-month arrangement until such time that either party provides appropriate notice.
- To minimize financial liability to NLHS, the details of the individual contracts will need to be validated, but from the table above we can see that if NLHS is to end the current arrangements of 54 leases with current employees (note: 3 are already terminated) secured through the Open Call/ RFP process, 18 of these could be ended with a one-month notice period; 12 would require a minimum of two-months notice prior to the end of the lease agreement; the remaining 24 would be a combination of allowing the lease to expire and not extending to a month-to-month arrangement and/ or providing appropriate notice.

29(1)(a)

- [REDACTED]
- [REDACTED]
- [REDACTED]

Prepared by: Gerard Kenny, Senior Director - Human Resources

Approved by: Debbie Molloy, Vice President – Human Resources

July 30, 2024

From: Gerard Kenny
Sent: Monday, September 9, 2024 9:02 AM
To: Dr. Todd Young
Cc: Rebecca Ross, Alphonsus Hanlon, 40(1), andrewfurey@gov.nl.ca, Gerard Kenny
Subject: RE: Leasing - NL Health - Springdale

Hi Todd

Thank you for your email. A representative from NLHS Leasing Division will be in touch with you to discuss the particulars of the lease agreement in question. Upon review, it was determined that your current lease agreement was in violation of the Conflict of Interest Act, 1995 and as a tenant we are required to follow the terms to end leases as per s. 18 of the Residential Tenancies Act, 2018.

The need to end your current lease agreement is as a result of it not meeting the requirements of an open and transparent tendering process as outlined in the Conflict of Interest Act, 1995. NLHS is aware of others, like yourself, who subsequently submitted their properties for consideration through the MERX process. NLHS representatives will evaluate those submissions through that open and transparent process and properties will be considered to the mutual benefit of all parties. I wish you success in the tendering process through MERX.

Thanks,

Gerard



Gerard Kenny BBA MBA CHE

(He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: [NLHealthServices.ca](https://www.nlhealthservices.ca)

From: Dr. Todd Young 40(1)
Sent: Saturday, September 7, 2024 9:31 AM
To: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>
Cc: Rebecca Ross <Rebecca.Ross@centralhealth.nl.ca>; Alphonsus Hanlon <Alphonsus.Hanlon@centralhealth.nl.ca>;

40(1) 40(1) 40(1)
40(1); andrewfurey@gov.nl.ca

Subject: Leasing - NL Health - Springdale

EXTERNAL EMAIL: This email originated from outside the organization. Please ensure you use additional caution before opening attachments or clicking on URL links.

EXTERNAL EMAIL : This email originated from outside the organization. Please ensure you use additional caution before opening attachments or clicking on URL links.

I received this letter today.

Since your letter dated April 2024 I had received verbal reassurance from the department of health and community services this should not be an issue. I also applied through MERX process and received correspondence verifying my properties would be used when needed.

So it seems there is yet again a change?

This is disappointing because the property is held by Young Properties Inc of which I am part owner but not a property in my personal name. Thus I was advised this would not a conflict of interest.

I also spent over \$10000 to update the property and furniture to the way Alphonsus asked me to do.

So when will the contract end? When will the current occupants be leaving?

If you wish to reconsider I'm available to chat.

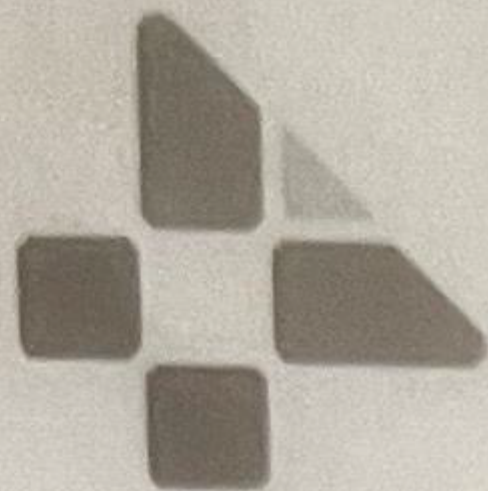
I do know one of our physicians just moved his family to Springdale from Egypt and he has to be out of the property you are currently renting for him by ? Oct 1st. That property would be a good option for him and his family but now you have limited the options.

It's disappointing as someone with an interest in improving our health care including the comfort of our visiting nurses and physicians that my efforts are a 'conflict of interest'.

Finally I 40(1)

[Redacted signature block]

Todd



NL Health Services

August 27, 20

30(1)(a)

30(1)(a)

30(1)(a)

30(1)(a)

30(1)(a)

30(1)(a)

From: Gerard Kenny
Sent: Tuesday, November 12, 2024 3:56 PM
To: Gerard Kenny
Subject: Fw: Media Request - RNU allegations

Thanks,

Gerard



Gerard Kenny BBA MBA CHE (He/Him)
Senior Director
Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

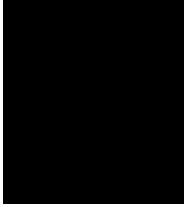
From: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>
Sent: Tuesday, November 12, 2024 3:54 PM
To: Mikaela Etchegary <Mikaela.Etchegary@nlhealthservices.ca>; Tracey Boland (Communications) <TraceyL.Boland@nlhealthservices.ca>
Cc: Debbie Molloy <Debbie.Molloy@nlhealthservices.ca>
Subject: Re: Media Request - RNU allegations

29(1)(a)

29(1)(a)

Thanks,

Gerard



Gerard Kenny BBA MBA CHE (He/Him)
Senior Director
Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

From: Mikaela Etchegary <Mikaela.Etchegary@nlhealthservices.ca>

Sent: Tuesday, November 12, 2024 3:12 PM

To: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>; Tracey Boland (Communications) <TraceyL.Boland@nlhealthservices.ca>

Subject: Media Request - RNU allegations

Hi there,

Please see media request below. The reporter's **deadline is 5:00 p.m.**

We responded to a similar inquiry a few months ago (see media call report attached) and noted a review was to be completed in the coming weeks. Gerard, is there an update on that?

Any suggestions on messages for a response are welcome.

Thanks!

Media:

NTV, Ryan Harding

Context:

The reporter just finished up an interview with the Registered Nurses Union NL president, Yvette Coffey. In the interview she claims that she has heard from "numerous sources" that "high management positions in NLHS" are "renting properties to private agency nurses and internationally educated nurses", citing a conflict of interest and

the reason for hiring non-local nurses over local. She also claimed this was brought to the Auditor General's office by Minister Osborne and that an investigation hasn't started yet.

Questions:

I was hoping to get a response from NLHS on the claim, if possible. If the interest or availability is there beyond a written statement, I can be readily available - however I understand it is late in the day.

29(1)(a)



Mikaela Etchegary (she/her)

Media Relations Manager
Corporate Communications

t: 709-853-5206

e: Mikaela.Etchegary@easternhealth.ca

w: NLHealthServices.ca

From: Mikaela Etchegary
Sent: Tuesday, November 12, 2024 3:12 PM
To: Gerard Kenny, Tracey Boland (Communications)
Subject: Media Request - RNU allegations
Attachments: Media Call Report: Allegations of unethical practice_Globe and Mail_May 24, 2024

Hi there,

Please see media request below. The reporter's **deadline is 5:00 p.m.**

We responded to a similar inquiry a few months ago (see media call report attached) and noted a review was to be completed in the coming weeks. Gerard, is there an update on that?

Any suggestions on messages for a response are welcome.

Thanks!

Media:

N7V, Ryan Harding

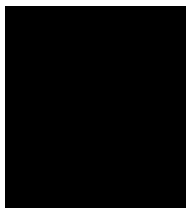
Context:

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29(1)(a)



Mikaela Etchegary (she/her)

Media Relations Manager
Corporate Communications

t: 709-853-5206

e: Mikaela.Etchegary@easternhealth.ca

w: NLHealthServices.ca

From: Mikaela Etchegary
Sent: Thursday, November 14, 2024 10:31 AM
To: Gerard Kenny, Tracey Boland (Communications)
Subject: Media Request - NLHS staff leasing to agency nurses

Hi folks,

Please see media request below. This reporter had a few specific questions on numbers/locations etc. Are we in a position to provide that? Thank you!

Media:
VOCM, Linda Swain

Context:
The reporter is looking for more detail on "inappropriate" leasing arrangements that allowed NL Health Services managers to rent homes to agency nurses at "significant profit"

Questions:

1. How many leasing arrangements were terminated?
2. How many managers were profiting as a result?
3. Where were these leases located?
4. What other actions were taken? Any disciplinary action?
5. Do the managers involved still make decision regarding staffing, hiring and placement of agency nurses?
6. Is NL Health Services concerned with this apparent unethical behaviour?

29(1)(a)



Mikaela Etchegary (she/her)

Media Relations Manager
Corporate Communications

t: 709-853-5206

e: Mikaela.Etchegary@nlhealthservices.ca

w: NLHealthServices.ca

30(1)(a)

30(1)(a)

30(1)(a)

From: Fraser Fry <Fraser.Fry@nlhealthservices.ca>
Sent: Friday, November 15, 2024 2:19 PM
To: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>
Subject: Leasing

Hi Gerard,

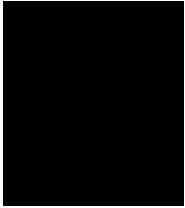
Recently became aware of three potential conflicts of interest for housing leases.

1. A spouse of a facilities trades worker is leasing a home to NLHS in Grand Bank. The lease was signed on January 16, 2024, for 1-year term. The lease was required for agency nursing.
2. A son of a facilities manager is leasing a home to NLHS in Bonavista. The lease was signed on November 6, 2023. The lease was required for physician locums.

3. A stepfather of an administrative officer is leasing a basement apartment to NLHS in St. Lawerance. No official agreement is signed for this lease; NLHS has been leasing the apartment since December 2022. The lease was required for agency nursing.

Looking for direction on these three accommodations.

Thanks,



Fraser Fry, MTM, B.Tech, BMET, CHE, CET

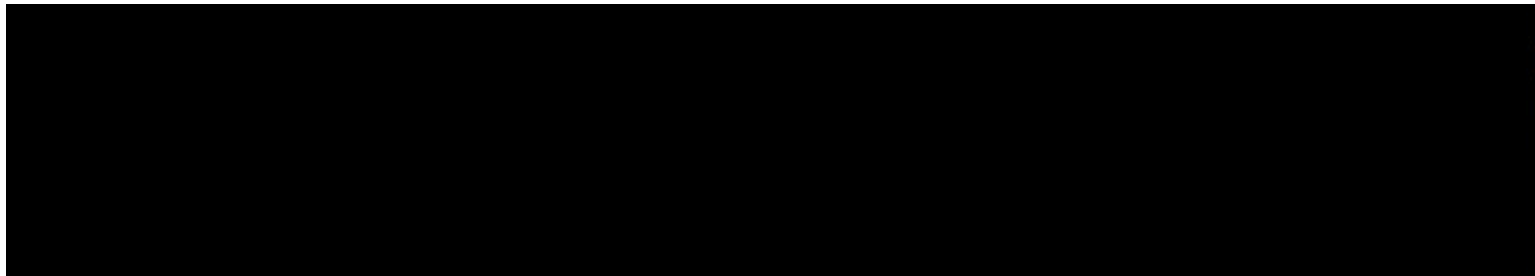
Senior Director
Facilities and Support Services
Eastern Rural Zone

t: 709-730-0848

e: fraser.fry@easternhealth.ca

w: NLHealthServices.ca

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From: Laura Penney
Sent: Friday, November 15, 2024 1:29 PM
To: Karen Stone
Cc: 40(1)
Subject: FW: November 15, 2024 - Headlines

Hi Karen,

See 40(1). I forward the headlines to the Trustees each day for their information. With the various topics in the news as of late, I am going to begin ccing you on these emails going forward so you receive the Trustees' feedback, should they have any.

Regards,

Laura



Laura Penney, BBA, CPT [She/her]

Board Liaison Officer
Board of Trustees

t: 709-752-6549(O) or 709-853-6184(C)

e: laura.penney@nlhealthservices.ca

w: NLHealthServices.ca

From: Lloyd Walters <lloyd.walters@nlhealthservices.ca>

Sent: Friday, November 15, 2024 1:11 PM

To: Laura Penney <Laura.Penney@nlhealthservices.ca>; Bob Andrews <Bob.Andrews@nlhealthservices.ca>; Candace Matthews <candace.matthews@nlhealthservices.ca>; Catherine Bradbury <Catherine.Bradbury@nlhealthservices.ca>; Colleen Hanrahan <colleen.hanrahan@nlhealthservices.ca>; David Oxford <david.oxford@nlhealthservices.ca>; David Peddle (Board) <davida.peddle@nlhealthservices.ca>; David Sutherland <david.sutherland@nlhealthservices.ca>; David Thornhill <david.thornhill@nlhealthservices.ca>; DeanOfMedicine@mun.ca; Ed Goudie <ed.goudie@nlhealthservices.ca>; Michelle Baikie <Michelle.Baikie@nlhealthservices.ca>; Sharon Forsey <sharon.forsey@nlhealthservices.ca>; Tara Laing <tara.laing@nlhealthservices.ca>

Subject: Re: November 15, 2024 - Headlines

40(1).

Were these contracts entered into by innocent parties who were not aware that they were in a conflict of interest and behaving in an unethical manner?

If so, why did they not know they were in a conflict and how long has this been going on?

How widespread is this?

Is it a systemic issue and we are just seeing the tip of the iceberg?

Are there other cases where individuals are in a conflict of interest regarding procurement, provision of services or employment related matters?

40(1)

We need a full update at the December meeting and time allocated to decide on a plan of action, including the possibility of an ethical and organizational review going forward.

I look forward to hearing from you.

Lloyd W.

Get [Outlook for Android](#)

From: Laura Penney <Laura.Penney@nlhealthservices.ca>

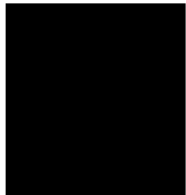
Sent: Friday, November 15, 2024 12:43:29 PM

To: Bob Andrews <Bob.Andrews@nlhealthservices.ca>; Candace Matthews <candace.matthews@nlhealthservices.ca>; Catherine Bradbury <Catherine.Bradbury@nlhealthservices.ca>; Colleen Hanrahan <colleen.hanrahan@nlhealthservices.ca>; David Oxford <david.oxford@nlhealthservices.ca>; David Peddle (Board) <davida.peddle@nlhealthservices.ca>; David Sutherland <david.sutherland@nlhealthservices.ca>; David Thornhill <david.thornhill@nlhealthservices.ca>; DeanOfMedicine@mun.ca <DeanOfMedicine@mun.ca>; Ed Goudie <ed.goudie@nlhealthservices.ca>; Lloyd Walters <lloyd.walters@nlhealthservices.ca>; Michelle Baikie <Michelle.Baikie@nlhealthservices.ca>; Sharon Forsey <sharon.forsey@nlhealthservices.ca>; Tara Laing <tara.laing@nlhealthservices.ca>

Subject: FW: November 15, 2024 - Headlines

Regards,

Laura



Laura Penney, BBA, CPT [She/her]

Board Liaison Officer
Board of Trustees

t: 709-752-6549(O) or 709-853-6184(C)

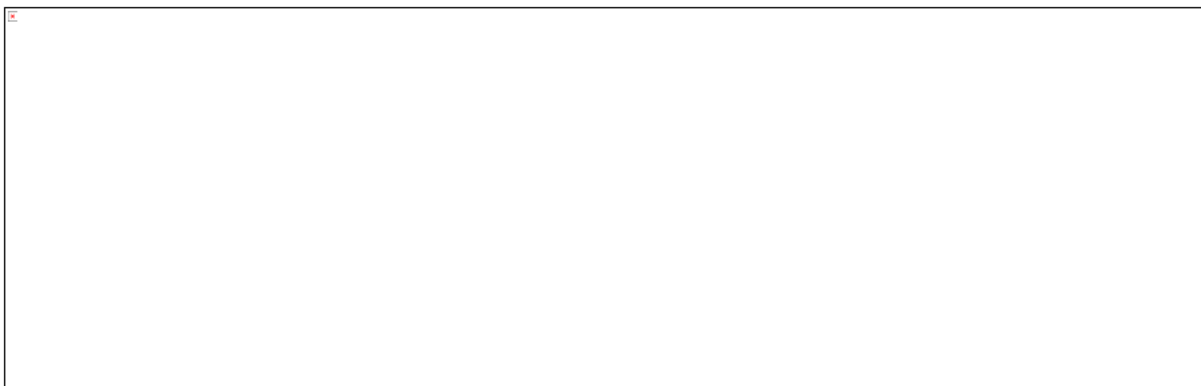
e: laura.penney@nlhealthservices.ca

w: NLHealthServices.ca

From: Mikaela Etchegary <Mikaela.Etchegary@nlhealthservices.ca>

Sent: Friday, November 15, 2024 11:44 AM

Subject: November 15, 2024 - Headlines



NL HEALTH SERVICES NEWS

CBC Newfoundland and Labrador (web site)

Union cries foul over apparent lack of sanctions against managers who rented to travel nurses

Published **Nov 14, 2024** by **Maddie Ryan**

Health authority officials in Newfoundland and Labrador are under fire for renting homes to travel nurses under their management. Now, the nurses' union wants to know if they were disciplined. Health ...

[View full article analysis](#)

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SaltWire

No disciplinary action taken against NLHS managers who hired travel nurses and rented properties to them for personal gain

Published **Nov 15, 2024** by **Juanita Mercer**

No disciplinary action taken against NLHS managers who hired travel nurses and rented properties to them for personal gain Health authority says review was conducted, no disciplinary action required ...

[Full article attached to email](#)

VOCM

All Inappropriate Leases for Travel Nursing Accommodations Terminated

Published **Nov 14, 2024**

The health minister confirms that any “inappropriate” leasing arrangements involving housing for travel agency nurses have been terminated and the AG has been informed. John Hogan was responding to q...

[View full article analysis](#)

VOCM

RNU Troubled by Health Minister's Comments on Ethics in HOA

Published **Nov 14, 2024**

The Registered Nurses Union is "deeply troubled" by remarks made in the House of Assembly yesterday by Health Minister John Hogan. The minister revealed during question period that a number of leasin...

[View full article analysis](#)

CBC Radio One 1400AM (CBG)

Radio clip from CBC Radio One 1400AM (CBG) - Nov 15, 2024

Published **Nov 15, 2024** by **CBG**

The Registered Nurses Union is demanding to know if NL Health Services managers who profited from travel nursing living arrangements have been disciplined.

[View full article analysis](#)

NTV News

NTV Evening News

Published **Nov 15, 2024** by **CJON**

The Registered Nurses Union is demanding to know if NL Health Services managers who profited from travel nursing living arrangements have been disciplined.

[View full article analysis](#)

CBC News

CBC Here and Now

November 14, 2024

The Registered Nurses Union is demanding to know if NL Health Services managers who profited from travel nursing living arrangements have been disciplined.

[WATCH HERE](#)

St. Clare's Replacement

[back to top](#)
1 Article

NTV News

Government still facing questions over land deal for replacement for St. Clare's Hospital

Published Nov 15, 2024

In the House of Assembly the provincial government continues to face questions over a land deal for the future site of the replacement for St. Clare's Hospital. NTV's Ben Cleary has the latest // Cop...

[View full article analysis](#)

CBC News

CBC Here and Now

November 14, 2024

A fiery debate in the House of Commons erupted over a land deal for the new St. Clare's hospital site.

[WATCH HERE](#)

Stroke Rehab

CBC News

CBC Here and Now

November 14, 2024

A St. Anthony stroke survivor has been repeatedly denied rehab care.

[WATCH HERE](#)

Comfort Inn

[back to top](#)
1 Article

CBC

PCs prod province over cost efficiency of former Comfort Inn hotel

Published **Nov 15, 2024** by **Jenna Head** ·

January marks one year since the province signed a three-year multi-million dollar lease with Clayton Hospitality for the former Comfort Inn hotel in St. John's. With two years left on the lease, and ...

[View full article analysis](#)

HMP

[back to top](#)
1 Article

CBC Newfoundland and Labrador (web site)

HMP inmates denied medical attention, rehab programs due to staff shortages, documents reveal

Published **Nov 15, 2024** by **Abby Cole**

A collection of emails about staff shortages at Newfoundland and Labrador's largest corrections facility reveals the far-ranging chaos caused by the lack of officers to guard over inmates, including a...

[View full article analysis](#)

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PROVINCIAL HEALTH NEWS

Radiation Technologists

[back to top](#)
1 Article

VOCM

Medical Radiation Technologists to be Recognized as Regulated Profession

Published **Nov 15, 2024**

Newfoundland and Labrador is finally recognizing medical radiation technologists as a regulated profession. On May 1st of 2025 the provincial government will proclaim into force the Health Profession...

[View full article analysis](#)

NATIONAL HEALTH NEWS

Measles

[back to top](#)

1 Article

CTV News

Measles cases in New Brunswick continue to climb

Published **Nov 14, 2024**

The number of measles cases in New Brunswick continue to climb. Officials with New Brunswick's Department of Health said as of Thursday, the number of confirmed cases since October has reached 43 The...

[View full article analysis](#)

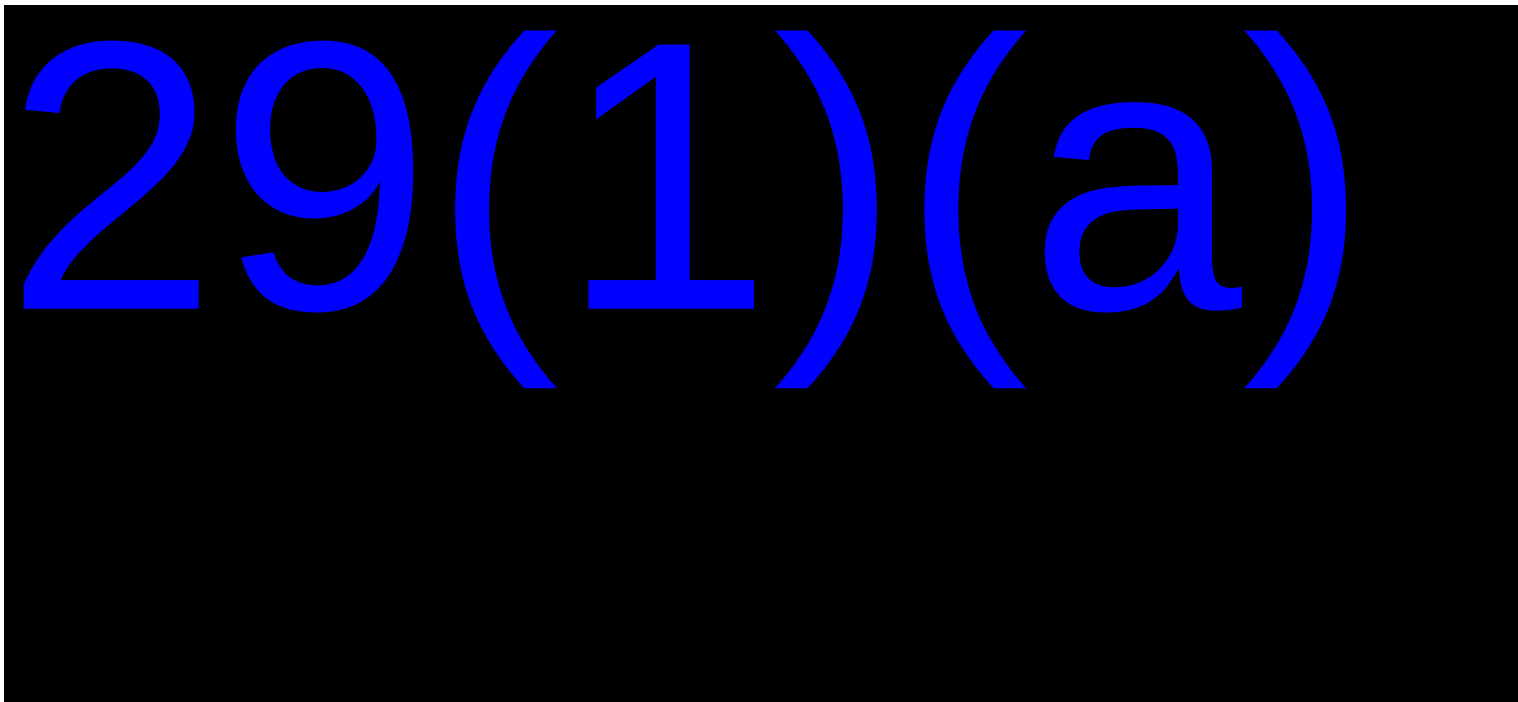
SOCIAL MEDIA, RE: NL HEALTH SERVICES

Water Availability

©

From: Mikaela Etchegary
Sent: Friday, November 15, 2024 1:51 PM
To: Gerard Kenny, Tracey Boland (Communications)
Subject: RE: Media Request - NLHS staff leasing to agency nurses

Thanks again for the chat today! Please see draft messages below – I welcome your thoughts.



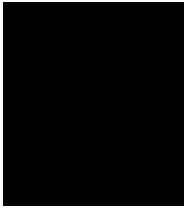
From: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>
Sent: Friday, November 15, 2024 10:55 AM
To: Mikaela Etchegary <Mikaela.Etchegary@nlhealthservices.ca>; Tracey Boland (Communications) <TraceyL.Boland@nlhealthservices.ca>
Subject: Re: Media Request - NLHS staff leasing to agency nurses

Hi Mikaela

please see responses below.

Thanks,

Gerard



Gerard Kenny BBA MBA CHE (He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

From: Mikaela Etchegary <Mikaela.Etchegary@nlhealthservices.ca>

Sent: Friday, November 15, 2024 10:44 AM

To: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>; Tracey Boland (Communications) <TraceyL.Boland@nlhealthservices.ca>

Subject: RE: Media Request - NLHS staff leasing to agency nurses

Hi there! This reporter followed up this morning about this request. I sent the reporter the statement we prepared yesterday as I was already sending it to another one of her colleagues at VOCM.

She is still looking for responses to the below questions (highlighted):

29(1)(a)

Are we able to provide this information? Your thoughts are appreciated.

Thank you!
Mikaela

From: Mikaela Etchegary
Sent: Thursday, November 14, 2024 10:31 AM
To: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>; Tracey Boland (Communications) <TraceyL.Boland@nlhealthservices.ca>
Subject: Media Request - NLHS staff leasing to agency nurses

Hi folks,

Please see media request below. This reporter had a few specific questions on numbers/locations etc. Are we in a position to provide that? Thank you!

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VOCM, Linda Swain

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29(1)(a)



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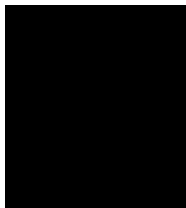


Two lines of text are redacted with black ink.



Two lines of text are redacted with black ink.

-



Mikaela Etchegary (she/her)

Media Relations Manager

Corporate Communications

t: 709-853-5206

e: Mikaela.Etchegary@nlhealthservices.ca

w: NLHealthServices.ca

From: Mikaela Etchegary
Sent: Friday, November 15, 2024 2:29 PM
To: Gerard Kenny, Tracey Boland (Communications)
Subject: RE: Media Request - NLHS staff leasing to agency nurses

Thanks so much! Incorporating Tracey's edits below – a few things for you to confirm if possible.

Also, wondering if 51 terminated, what happened to the additional six employees? Were their leases exempt?

29(1)(a)

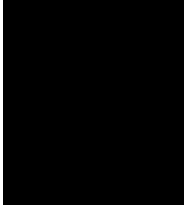
From: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>
Sent: Friday, November 15, 2024 2:23 PM
To: Mikaela Etchegary <Mikaela.Etchegary@nlhealthservices.ca>; Tracey Boland (Communications) <TraceyL.Boland@nlhealthservices.ca>
Subject: Re: Media Request - NLHS staff leasing to agency nurses

Hi

please see below. It looks good to me, with one minor revision.

Thanks,

Gerard



Gerard Kenny BBA MBA CHE (He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

From: Mikaela Etchegary <Mikaela.Etchegary@nlhealthservices.ca>

Sent: Friday, November 15, 2024 1:50 PM

To: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>; Tracey Boland (Communications) <TraceyL.Boland@nlhealthservices.ca>

Subject: RE: Media Request - NLHS staff leasing to agency nurses

Thanks again for the chat today! Please see draft messages below – I welcome your thoughts.

29(1)(a)

From: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>

Sent: Friday, November 15, 2024 10:55 AM

To: Mikaela Etchegary <Mikaela.Etchegary@nlhealthservices.ca>; Tracey Boland (Communications) <TraceyL.Boland@nlhealthservices.ca>

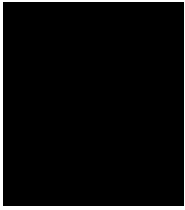
Subject: Re: Media Request - NLHS staff leasing to agency nurses

Hi Mikaela

please see responses below.

Thanks,

Gerard



Gerard Kenny BBA MBA CHE (He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

From: Mikaela Etchegary <Mikaela.Etchegary@nlhealthservices.ca>

Sent: Friday, November 15, 2024 10:44 AM

To: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>; Tracey Boland (Communications) <TraceyL.Boland@nlhealthservices.ca>

Subject: RE: Media Request - NLHS staff leasing to agency nurses

Hi there! This reporter followed up this morning about this request. I sent the reporter the statement we prepared yesterday as I was already sending it to another one of her colleagues at VOCM.

She is still looking for responses to the below questions (highlighted):

29(1)(a)

Are we able to provide this information? Your thoughts are appreciated.

Thank you!
Mikaela

From: Mikaela Etchegary
Sent: Thursday, November 14, 2024 10:31 AM
To: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>; Tracey Boland (Communications) <TraceyL.Boland@nlhealthservices.ca>
Subject: Media Request - NLHS staff leasing to agency nurses

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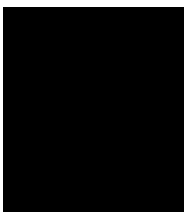
Media:
VOCM, Linda Swain

Context:
The reporter is looking for more detail on "inappropriate" leasing arrangements that allowed NL Health Services managers to rent homes to agency nurses at "significant profit"

Questions:

1. How many leasing arrangements were terminated?
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3. Where were these leases located?
4. What other actions were taken? Any disciplinary action?
5. Do the managers involved still make decision regarding staffing, hiring and placement of agency nurses?
6. Is NL Health Services concerned with this apparent unethical behaviour?

29(1)(a)



Mikaela Etchegary (she/her)

Media Relations Manager

Corporate Communications

t: 709-853-5206

e: Mikaela.Etchegary@nlhealthservices.ca

w: NLHealthServices.ca

From: Mikaela Etchegary
Sent: Friday, November 15, 2024 10:44 AM
To: Gerard Kenny, Tracey Boland (Communications)
Subject: RE: Media Request - NLHS staff leasing to agency nurses

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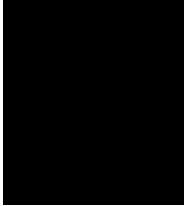
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29(1)(a)

29(1)(a)



Mikaela Etchegary (she/her)

Media Relations Manager
Corporate Communications

t: 709-853-5206

e: Mikaela.Etchegary@nlhealthservices.ca

w: NLHealthServices.ca

From: Mikaela Etchegary
Sent: Friday, November 15, 2024 11:44 AM
Subject: November 15, 2024 - Headlines
Attachments: No disciplinary action.pdf

 The linked image cannot be displayed. This file may have been moved, renamed, or deleted. Verify that the link points to the correct file and location.

NL HEALTH SERVICES NEWS

Travel Nurses

[back to top](#)
7 Articles

Union cries foul over apparent lack of sanctions against managers who rented to travel nurses

Published **Nov 14, 2024** by **Maddie Ryan**

Health authority officials in Newfoundland and Labrador are under fire for renting homes to travel nurses under their management. Now, the nurses' union wants to know if they were disciplined. Health ...

[View full article analysis](#)

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SaltWire

No disciplinary action taken against NLHS managers who hired travel nurses and rented properties to them for personal gain

Published **Nov 15, 2024** by **Juanita Mercer**

No disciplinary action taken against NLHS managers who hired travel nurses and rented properties to them for personal gain Health authority says review was conducted, no disciplinary action required ...

[Full article attached to email](#)

VOCM

All Inappropriate Leases for Travel Nursing Accommodations Terminated

Published **Nov 14, 2024**

The health minister confirms that any “inappropriate” leasing arrangements involving housing for travel agency nurses have been terminated and the AG has been informed. John Hogan was responding to q...

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VOCM

RNU Troubled by Health Minister's Comments on Ethics in HOA

Published **Nov 14, 2024**

The Registered Nurses Union is “deeply troubled” by remarks made in the House of Assembly yesterday by Health Minister John Hogan. The minister revealed during question period that a number of leasin...

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CBC Radio One 1400AM (CBG)

Radio clip from CBC Radio One 1400AM (CBG) - Nov 15, 2024

Published **Nov 15, 2024** by **CBG**

The Registered Nurses Union is demanding to know if NL Health Services managers who profited from travel nursing living arrangements have been disciplined.

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NTV News

NTV Evening News

Published **Nov 15, 2024** by **CJON**

The Registered Nurses Union is demanding to know if NL Health Services managers who profited from travel nursing living arrangements have been disciplined.

[View full article analysis](#)

CBC News

CBC Here and Now

November 14, 2024

The Registered Nurses Union is demanding to know if NL Health Services managers who profited from travel nursing living arrangements have been disciplined.

[**WATCH HERE**](#)

NTV News

Government still facing questions over land deal for replacement for St. Clare's Hospital

Published Nov 15, 2024

In the House of Assembly the provincial government continues to face questions over a land deal for the future site of the replacement for St. Clare's Hospital. NTV's Ben Cleary has the latest // Cop...

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CBC News

CBC Here and Now

November 14, 2024

A fiery debate in the House of Commons erupted over a land deal for the new St. Clare's hospital site.

[WATCH HERE](#)

Stroke Rehab

CBC News

CBC Here and Now

November 14, 2024

A St. Anthony stroke survivor has been repeatedly denied rehab care.

[WATCH HERE](#)

CBC

PCs prod province over cost efficiency of former Comfort Inn hotel

Published **Nov 15, 2024** by **Jenna Head** ·

January marks one year since the province signed a three-year multi-million dollar lease with Clayton Hospitality for the former Comfort Inn hotel in St. John's. With two years left on the lease, and ...

[View full article analysis](#)

CBC Newfoundland and Labrador (web site)

HMP inmates denied medical attention, rehab programs due to staff shortages, documents reveal

Published **Nov 15, 2024** by **Abby Cole**

A collection of emails about staff shortages at Newfoundland and Labrador's largest corrections facility reveals the far-ranging chaos caused by the lack of officers to guard over inmates, including a...

[View full article analysis](#)

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PROVINCIAL HEALTH NEWS

VOCM

Medical Radiation Technologists to be Recognized as Regulated Profession

Published **Nov 15, 2024**

Newfoundland and Labrador is finally recognizing medical radiation technologists as a regulated profession. On May 1st of 2025 the provincial government will proclaim into force the Health Profession...

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NATIONAL HEALTH NEWS

Measles

[back to top](#)
1 Article

CTV News

Measles cases in New Brunswick continue to climb

Published **Nov 14, 2024**

The number of measles cases in New Brunswick continue to climb. Officials with New Brunswick's Department of Health said as of Thursday, the number of confirmed cases since October has reached 43 The...

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SOCIAL MEDIA, RE: NL HEALTH SERVICES

Water Availability

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[Newfoundland & Labrador](#) > [News](#) > [Local](#)

No disciplinary action taken against NLHS managers who hired travel nurses and rented properties to them for personal gain

Health authority says review was conducted, no disciplinary action required

[Juanita Mercer](#) · [Multi-media journalist](#) | Posted: 8 minutes ago | Updated: 8 minutes ago | 2 Min Read



Health Minister John Hogan speaks to reporters outside the House of Assembly this week. -Juanita Mercer/The Telegram

Early Friday morning, a spokesperson for Newfoundland and Labrador Health Services (NLHS) confirmed that no disciplinary action was taken against health authority managers who rented properties to travel nurses and international nurses they hired.

In the House of Assembly on Thursday, opposition health critic Barry Petten demanded to know whether the managers were disciplined, echoing a call from the Registered Nurses' Union.

Health Minister John Hogan deflected the question in the legislature, but told reporters afterward that [he didn't know whether they were disciplined](#), but he would find out.

The Telegram also put in a request for the information with NLHS on Thursday.

‘No disciplinary action was required’: NLHS

Early Friday morning, a NLHS spokesperson sent a statement.

“NL Health Services completed an extensive review of existing leasing contracts during spring and summer of 2024. Following this review, in August 2024, several NL Health Services employees were informed that their leasing arrangements would be

terminated under the Residential Tenancies Act as they were outside of the Provincial Government's Conflict of Interest Act.

"As a result of this review and actions taken to terminate the leases, it was determined that no disciplinary action was required.

"To ensure compliance with the Conflict of Interest Act and the Public Procurement Act, NL Health Services issued a Request for Leased Accommodations in September 2024.

"NL Health Services is actively working to support the Office of the Auditor General's investigation and has promptly provided the requested information," the statement said in full.

From: Tracey Boland (Communications)
Sent: Friday, November 15, 2024 2:00 PM
To: Mikaela Etchegary, Gerard Kenny
Subject: RE: Media Request - NLHS staff leasing to agency nurses

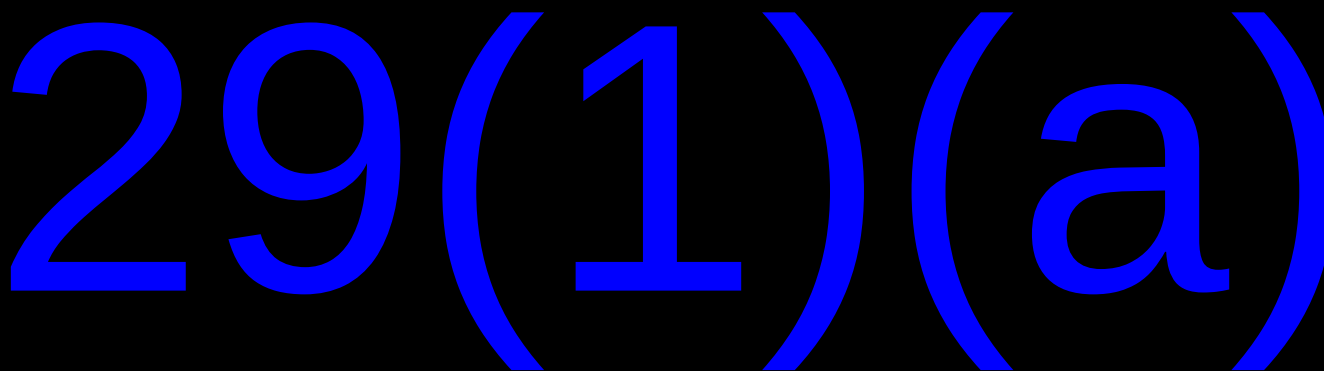
Looking good. Couple thoughts from me below.

Thanks!!

--Tracey

From: Mikaela Etchegary <Mikaela.Etchegary@nlhealthservices.ca>
Sent: Friday, November 15, 2024 1:51 PM
To: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>; Tracey Boland (Communications) <TraceyL.Boland@nlhealthservices.ca>
Subject: RE: Media Request - NLHS staff leasing to agency nurses

Thanks again for the chat today! Please see draft messages below – I welcome your thoughts.

A large, bold, blue serif font displays the text '29(1)(a)' against a solid black rectangular background. The characters are thick and well-spaced, with the parentheses being slightly larger than the numbers and letters.

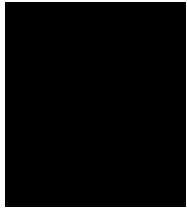
From: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>
Sent: Friday, November 15, 2024 10:55 AM
To: Mikaela Etchegary <Mikaela.Etchegary@nlhealthservices.ca>; Tracey Boland (Communications) <TraceyL.Boland@nlhealthservices.ca>
Subject: Re: Media Request - NLHS staff leasing to agency nurses

Hi Mikaela

please see responses below.

Thanks,

Gerard



Gerard Kenny BBA MBA CHE (He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

From: Mikaela Etchegary <Mikaela.Etchegary@nlhealthservices.ca>

Sent: Friday, November 15, 2024 10:44 AM

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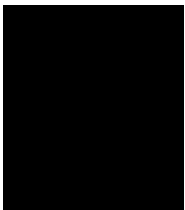
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29(1)(a)



Mikaela Etchegary (she/her)

Media Relations Manager

Corporate Communications

t: 709-853-5206

e: Mikaela.Etchegary@nlhealthservices.ca

w: NLHealthServices.ca

From: McGrath, John <JohnMcGrath@gov.nl.ca>
Sent: Saturday, November 16, 2024 7:31 PM
To: Karen Stone
Subject: FW: Nursing Information
Attachments: Deputy Minister Correspondence to David Diamond - Agency Nursing Contracts.pdf, McGrath Agency Nursing Contracts 23 02 24.docx, CHL Contracts - Feb 20 2024 Draft For NLHS Board Meeting.pdf, Moore Correspondence - NL Health Services' contracts with Canadian Health Labs (CHL), as well as the administration contracts for agency nurses.pdf, Minister Osborne, March 15'2024.pdf, Ministerial Correspondence - Robert Andrews and David Diamond - NLHS Conflict of Interest Allegations.pdf, Ministerial Correspondence 7(2) [REDACTED] Ministerial Response - RNUNL - NLHS Conflict Allegations.pdf, FW: Deputy Minister Correspondence to David Diamond - Agency Nursing Contracts, NLHS Response to COR-2024-198380 Conflict of Interest.pdf, Ministerial Correspondence - 7(2) [REDACTED] Follow-up Correspondence - 7(2) [REDACTED], Andrews and Diamond Response - Request for Update - NL Health Services Conflict of Interest Allegations.pdf, NLHS Correspondence re Conflict of Interest 05.31.2024.docx, Ministerial Response - Robert Andrews and Karen Stone - Update on NL Health Services investigation into alleged conflicts of interest associated with NLHS leased accommodations.pdf

EXTERNAL EMAIL: This email originated from outside the organization. Please ensure you use additional caution before opening attachments or clicking on URL links.

FYI – if you have that response from Bob that would be great.

Thanks,

John McGrath, CPA, CA | Deputy Minister

Department of Health and Community Services

Government of Newfoundland & Labrador

P.O. Box 8700, St. John's, NL A1B 4J6

T: (709) 729-3125 | E: JohnMcGrath@gov.nl.ca

From: Caines, Justin <JustinCaines@gov.nl.ca>
Sent: Saturday, November 16, 2024 5:13 PM
To: Hogan, John <JohnHogan@gov.nl.ca>; McGrath, John <JohnMcGrath@gov.nl.ca>
Subject: Nursing Information

Minister and John,

Further to John's request, please see below for a timeline of events related to agency nurses and the alleged conflict of interest regarding rentals by NLHS staff and managers. Documents are attached as noted below.

- [Globe and Mail article](#) published February 16, 2024.
- HCS DM wrote CEO of NLHS seeking information on clarity on issues raised in the article on February 20, 2024 (attached as Deputy Minister Correspondence to David Diamond – Agency Nursing Contracts).
- NLHS preliminary response received February 23, 2024 (attached as McGrath Agency Nursing Contracts 23 02 24) (NLHS Briefing Note for Board referenced in letter attached as CHL Contracts – Feb 20 2024 Draft for NLHS Board Meeting).
- Minister wrote 7(2), 29(1)(a) [REDACTED]
[REDACTED]
[REDACTED]

- Correspondence received from RNUNL re potential conflict of interest received March 15, 2024 (attached as Minister Osborne, March 15'2024) .
- Minister wrote CEO and Board Chair of NLHS regarding potential conflict of interest on March 21, 2024 (attached as Ministerial Correspondence – Robert Andrews and David Diamond – NLHS Conflict of Interest Allegations).
- Minister wrote 7(2) [REDACTED]
- Minister wrote RNUNL to advise raised with NLHS and 7(2) on March 21, 2024 (attached as Ministerial Response – RNUNL – NLHS Conflict Allegations).
- NLHS CEO wrote HCS DM with information relating to agency contracts on March 22, 2024 (attached as FW: Deputy Minister Correspondence to David Diamond – Agency Nursing Contracts).
- HCS DM asked further questions of NLHS CEO on March 25, 2024 (included in FW: Deputy Minister Correspondence to David Diamond – Agency Nursing Contracts).
- NLHS CEO provided initial feedback on conflict of interest allegations to Minister on March 28, 2024, with further investigation ongoing (attached as NLHS Response to COR-2024-19380 Conflict of Interest).
- Minister wrote 7(2) [REDACTED]).
- 7(2) [REDACTED]
- Minister wrote CEO and Board Chair of NLHS requesting update on the investigation and a response on particular questions on May 27, 2024 (attached as Andrews and Diamond Response – Request for Update – NLHS Health Services Conflict of Interest Allegation).
- NLHS CEO wrote Minister with update advising issue anticipated to be addressed by the end of June 2024 (attached as NLHS Correspondence re Conflict of Interest 05.31.2024).
- Minister wrote CEO and Board Chair of NLHS requesting update on investigation and response on particular questions on July 17, 2024 (attached as Ministerial Response – Robert Andrews and Karen Stone – Update on NL Health Services investigation into alleged conflicts of interest associated with NLHS leased accommodations).
- 29(1)(a), 31(1)(l) [REDACTED]

JC

Justin G.J. Caines | Legislative Consultant
Department of Health and Community Services
 Government of Newfoundland and Labrador
 PO Box 8700, St. John's NL A1B 4J6
 T: (709) 729-2560 | E: justincaines@gov.nl.ca

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COR-2024-198380/03

May 27, 2024

Mr. Robert Andrews
Board Chair
Newfoundland and Labrador Health Services
Bob.Andrews@nlhealthservices.ca

Mr. David Diamond
President and CEO
Newfoundland and Labrador Health Services
david.diamond@nlhealthservices.ca

Dear Mr. Andrews and Mr. Diamond:

I am writing in response to my letter of March 20, 2024 and Mr. Diamond's initial response of March 28, 2024 respecting alleged conflicts of interest associated with Newfoundland and Labrador Health Services' (NLHS) leased accommodation arrangements with its staff.

As I previously noted these allegations are alarming and I requested your investigation of these claims without delay. While I acknowledged your initial response of March 28, 2024, there has been no communication from NLHS on this matter since that time. As you are aware, allegations of this nature raise significant ethical and legal concerns, and the lack of information forthcoming since this issue was raised in March is troubling.

Please provide an update on the status of your investigation of these allegations. For clarity, I ask investigations into these allegations be expedited and completed without any further delay. NLHS must treat this issue with the utmost concern, as there is zero tolerance for unethical behavior.

I also note that your letter of March 28, 2024 did not address whether there are any leased arrangement with NLHS executive and again request that you provide an answer to that question. While your letter of March 28, 2024 outlined the general processes for addressing conflicts of interest, I ask that you identify what processes, specifically, were followed in instances where NLHS leased accommodations from NLHS staff.

Thank you for your attention to this matter and continued cooperation.

Sincerely,

HONOURABLE TOM OSBORNE, MHA
Minister of Health and Community Services
District of Waterford Valley

Via Email/Postal Mail

March 15, 2024

Honourable Tom Osborne
Minister of Health and Community Services
P.O. Box 8700
Main Floor, East Block
Confederation Building
St. John's, NL A1B 4J6



Dear Minister Osborne:

I am writing to bring to your attention a matter of concern regarding the Newfoundland and Labrador Health Services (NLHS). We have been approached by our Members and local media that suggest some NLHS managers may be engaging in unethical practices by purchasing and renting homes to internationally educated nurses and private agencies for their own personal benefit.

This practice raises serious ethical and potential conflict of interest issues. NLHS managers, who may be responsible for overseeing the recruitment and employment of internationally educated nurses, should not be using their positions for personal gain. Nor should they be profiting from the use of private agency nurses. This can create a perception of favoritism or bias in hiring and workplace decisions. This could also be viewed as a significant power imbalance between Employer and their employees. If substantiated, this undermines the integrity of the recruitment process and erodes trust within the healthcare system.

Furthermore, this practice may also have implications for the availability and affordability of housing for internationally educated nurses, who are important members of our healthcare workforce. If NLHS managers are capitalizing on housing opportunities for personal gain, it could exacerbate existing challenges related to housing accessibility and affordability for healthcare professionals, ultimately impacting recruitment and retention.

I urge you to investigate these claims thoroughly and take appropriate action to address any instances of unethical behavior within NLHS. It is imperative that we uphold the highest standards of integrity and transparency in all aspects of healthcare management to ensure the well-being of patients, healthcare professionals, and the public trust in our healthcare system.

Thank you for your attention to this matter. I trust that you will take swift and decisive action to address these concerns and uphold the principles of ethical governance within NLHS. I am available to meet with you to discuss.

Sincerely,

40(1)

Yvette Coffey, RN
President

COR-2024-198380

Mr. Robert Andrews
Board Chair
Newfoundland and Labrador Health Services
Bob.Andrews@nlhealthservices.ca

Mr. David Diamond
President and CEO
Newfoundland and Labrador Health Services
david.diamond@nlhealthservices.ca

Dear Mr. Andrews and Mr. Diamond:

I am writing in response to a letter received from the Registered Nurses' Union of Newfoundland and Labrador (enclosed), with respect to allegations of unethical practices by Newfoundland and Labrador Health Services (NLHS) managers. It is alleged that NLHS managers may be purchasing and/or renting homes to internationally educated nurses and private agencies for their own personal benefit. These allegations are alarming and, if true, are contrary to the statutory obligations placed on NLHS and its employees as the entity responsible for the administration and delivery of health and community services in the province.

It is incumbent on the Board and Chief Executive Officer to investigate these claims without delay and provide a satisfactory response to the Minister of Health and Community Services. In that regard, I ask for your reply by end of business, **March 22, 2024**.

As you know, subsection 6(4) of the **Provincial Health Authority Act** makes NLHS an agent of the crown, bringing it within the purview of the **Conflict of Interest Act, 1995** (the **Act**). Section 3 of the Act provides:

A public office holder shall not make or participate in making a decision in his or her capacity as a public office holder where the public office holder knows or ought reasonably to know that in the making of the decision there is the opportunity to benefit himself or herself or a member of his or her family improperly, directly or indirectly.

In addition to the general prohibition on participating in decisions that have the opportunity to benefit the person or their family, there are a number of other duties and obligations placed on public office holders under the Act, including:

- not using a position to influence a private interest (see section 4);
- not using insider information to further a private interest (see section 5);
- not accepting extra benefits (see section 7); and

- not being a party to a contract with the agency of the Crown with which the person is employed (see section 8).

In addition, NLHS' conflict of interest policy likely creates similar or additional requirements on employees in such circumstances.

It is concerning that there are allegations that NLHS managers, who may be responsible for overseeing the recruitment and employment of internationally educated nurses, are renting accommodations to NLHS for internationally educated nurses.

As noted in the NLHS mandate letter disbursed May 2023, the Minister of Health and Community Services directed NLHS to, among other things, "demonstrate a commitment to prudent and responsible expenditure management throughout operations by ensuring adequate internal controls exist" to ensure the reliability and integrity of information; compliance with procedures, policies, plans and legislation; the economical and efficient use of resources; the safeguarding of assets; and, the accomplishment of established objectives and goals.

As was also noted in the Deputy Minister's letter dated February 20, 2024, NLHS has a duty to ensure responsible and efficient use of public funds. Should the allegations raised by the RNUNL have any merit, it raises significant concern, and corrective action must be taken immediately.

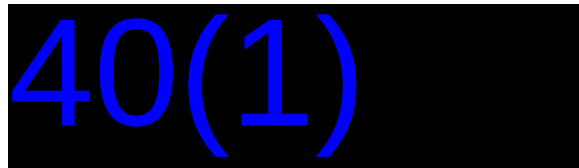
As the Minister responsible for oversight of the **Provincial Health Authority Act** and NLHS' budget, I ask NLHS investigate and provide answers to the following:

- Are any current or former members of NLHS' executive renting accommodations to NLHS?
- Are any current or former NLHS managers renting accommodations to NLHS?
- What procurement processes have been followed when securing accommodations for agency nurses or internationally educated nurses?
- Have contracts been entered into for all accommodations secured by NLHS?
- How were rental rates determined for accommodations procured by NLHS?
- What processes exist with respect to vetting conflicts of interest before any agreements or rental arrangements are entered into by NLHS?

Further, please provide an overview of all action taken with respect to your investigation of this matter.

Thank you for your attention to this matter.

Sincerely,



HONOURABLE TOM OSBORNE, MHA
Minister of Health and Community Services
District of Waterford Valley

COR-2024-198341/01

March 21, 2024

Yvette Coffey, RN
President
Registered Nurses' Union of Newfoundland and Labrador
PO Box 416
St. John's, NL A1C 5J9
c/o dwalsh@rnunl.ca

Dear Ms. Coffey:

I am writing in response to your letter dated March 15, 2024, with respect to allegations of unethical practices by Newfoundland and Labrador Health Services (NLHS) managers, in which it is alleged that NLHS managers may be purchasing and/or renting homes to internationally educated nurses and private agencies for their own personal benefit.

As Minister of Health and Community Services in Newfoundland and Labrador, these allegations, if true, are alarming and distressing. I share the concerns raised in your letter. I have written to the Board Chair and Chief Executive Officer of NLHS asking NLHS to investigate these allegations. 7(2).

Thank you for taking the time to raise these significant concerns on behalf of your members and all Newfoundlanders and Labradorians.

Sincerely,



HONOURABLE TOM OSBORNE, MHA
Minister of Health and Community Services
District of Waterford Valley

Cc. John McGrath, Deputy Minister, Health and Community Services

COR-2024-198380/06

July 17, 2024

Mr. Robert Andrews
Board Chair
Newfoundland and Labrador Health Services
Bob.Andrews@nlhealthservices.ca

Ms. Karen Stone, KC
Interim Chief Executive Officer
Newfoundland and Labrador Health Services
karen.stone@nlhealthservices.ca

Dear Mr. Andrews and Ms. Stone:

I am writing in response to Mr. Diamond's correspondence of May 31, 2024 providing an update on Newfoundland and Labrador Health Services' (NLHS) investigation into alleged conflicts of interest associated with NLHS leased accommodations. As Minister Osborne previously noted these allegations are alarming and raise significant ethical and legal concerns.

Mr. Diamond's latest correspondence indicated that letters have been sent to all employees impacted, after which the responses would be reviewed in relation to exemption requirements under the **Conflict of Interest Act, 1995**. Work was anticipated to be completed by the end of June 2024.

Mr. Diamond's letter of May 31, 2024 advised that there are no leased arrangements with current NLHS executive. In the spirit of the previous question, I ask that you advise whether NLHS is currently leasing or has in the past leased accommodations to any NLHS executive while they were employed with NLHS.

Again, while Mr. Diamond's response outlines general comments with respect to potential exceptions to conflicts of interest, the question as to what processes, specifically, were in place and followed prior to leasing accommodations to NLHS staff to identify and address conflicts of interest has not been answered. I ask that this question be given particular attention and that a response be provided.

Thank you for your attention to this matter.

Sincerely,



40(1)

Hon. John Hogan, KC
Minister of Health and Community Services
District of Windsor Lake

Office of the Chief Executive Officer

70 O'Leary Avenue
St. John's, NL
Canada, A1B 2C7
t: 709-752-6103
w: NLHealthServices.ca

31 May 2024

Honorable Tom Osborne, Minister of Health and Community Services
The Office of the Minister
Confederation Building, West Block
PO Box 8700
St. John's, NL
A1B 4J6

Re: Conflict of Interest

Dear Minister Osborne:

This is a follow up to your letter to me and Robert Andrews, Chair of the Board of Trustees, dated May 27, 2024 regarding alleged conflicts of interest associated with NLHS leased accommodations.

Please be assured that we are taking this situation seriously and doing due diligence to ensure that potential conflicts are properly addressed.

To date we have sent registered letters to all employees impacted and are currently reviewing responses from individuals in relation to the exemption requirements of the Conflict of Interest Act, specifically sections dealing with:

- 8.4 (b) a contract awarded by public tender;*
- 8.4 (c) a contract for goods or services made in an emergency;*
- 8.4 (d) a contract for goods or services provided in a case where no other person is qualified and available to provide the goods or services;*

Once we have reviewed all responses, and verified within NLHS, we will follow up with those employees to advise them whether they meet the exemption criteria or if they are in conflict of interest as per the Act. If there are situations where a conflict exists, we will work the Leasing/Procurement/ Legal teams on a timeline to reasonably terminate these contracts. Please note that there are no current executive team members identified as part of this process.

We anticipate that this issue will be addressed by the end of June 2024. Please let me know if you have further questions.

Sincerely,

40(1)

David Diamond

Chief Executive Officer, NL Health Services

Cc: Robert Andrews KC, Board Chair, NL Health Services
John McGrath, Deputy Minister, DHCS
Debbie Molloy, VP Human Resources, NL Health Services



**NL Health
Services**

Office of Chief Executive Officer
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St. John's, NL A1B 2C7
david.diamond@nlhealthservices.ca
Tel: 709-697-4946
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March 28, 2024

Honorable Tom Osborne, Minister
Department of Health and Community Services
Confederation Building, 1st Floor, West Block
PO Box 8700
St. John's, NL
A1B 4J6

Newfoundland and Labrador Health Services (NLHS) Response to COR-2024-198380:
Conflict of Interest

Dear Minister Osborne:

I am writing in response to questions posed in the above referenced correspondence regarding the alleged conflict of interest associated with NLHS leased accommodation arrangements and NLHS staff (public office holders).

After some preliminary review and investigation, it should be noted that the Act does allow for several exemptions under Section 8 - subsection 4. Specifically, Sections 8. (4) (a, c, d) should be considered. Under s.8(4)(a) a contract that existed before the public officer holder became a public office holder would not constitute a conflict of interest. Under s.8(4)(c) there is no conflict of interest where the public office holder enters into a contract with their employer for goods or services made in an emergency and further under s.8(4)(d) there is no conflict of interest where the public office holder enters into a contract with their employer for goods or services where no other person is qualified and available to provide the goods and services.

Based on the above referenced exceptions, as next steps, NLHS will undertake a further review of the employees noted to be the lessor in existing lease arrangements (see table details below). The review will consist of appropriate exception applications case by case via confirmation letters to affected staff members. This case-by-case review will commence immediately. If it is determined upon review that none of the exceptions under s.4 apply, NLHS will seek to terminate the lease arrangement at the earliest possible date, in consideration of the contracted terms and conditions. Responses to specific questions posed.

Zone	No. of NLHS Employees with Accommodations	No. of Managers with Accommodations
Central	35	11
Western	10	3
Eastern Urban	3	1
Eastern Rural	9	2
Totals	57	17

What procurement processes have been followed when securing accommodations for agency nurses or internationally educated nurses?

Excerpt from the Public Procurement Act:

Through the operation of the Public Procurement Act, public bodies are tasked to achieve best value, transparency, and accountability in procurement. The acquisition of commodities in an efficient, effective, and ethical manner is paramount in public procurement.

Further, **best value** is defined as including: *the best balance of cost, quality, performance, and support, as achieved through a transparent, efficient, and competitive procurement process using clear and fair evaluation and selection criteria.*

Strategy Employed by NLHS:

NLHS has not approached accommodation landlords directly to obtain information on vacancies, cost, quality, or other criteria related to accommodations. As the information of the nursing gaps and related accommodations became known to the public via media outlets, entrepreneurial landlords proposed their available rental properties to NLHS (as the Buyer) for its consideration. As a result, this model evolved to adopt the sourcing strategy of a Reverse Auction (which is compliant with PPA).

Landlords who proposed vacant properties were put on a list (maintained by NLHS) and landlord selections were made based on a first come, first served basis. Once a landlord was selected, multiple criteria were used to evaluate properties/accommodations.

For example, when a landlord was selected, a checklist approach was used by NLHS to assess and document compliance results to ensure the consistency and efficiency of its process. This is in line with the Public Procurement Act. For each space requirement, an NLHS representative would perform a site visit, assessing required conditions, amenities, furnishings etc. and analyze fair market lease rates based on number of beds, location, and overall condition.

It is important to note that NLHS now has a RFP (open call) posted on MERX for leased accommodations.

Have contracts been entered into for all accommodations secured by NLHS?

Yes – contracts are in place between landlords and NLHS.

How were rental rates determined for accommodations procured by NLHS?

A combination of assessing market value, location, condition, and amenities of the property. Properties are typically based at a rate of \$1500 per month (Utilities & snow clearing included) for a 1 bed unit & an additional \$500 per month added for each additional bedroom. Central zone has a range of properties, 1-3 bedrooms, ranging from \$1100 - \$2700 per month.

Rental rates are deemed to be fair market value (FMV) as defined by the market environment in each rental location.

What processes exist with respect to vetting conflicts of interest before any agreements or rental arrangements are entered into by NLHS?

As a primary mechanism of assessing conflict within procurement activity related to leased arrangements, if any staff member involved in the procurement process was deemed to be in conflict (and removed from the process) if associated with leased accommodation in any aspect of the process.

Furthermore, operational activities of the organization are guided by Conflict-of-Interest policies and are in effect in NLHS zones (via legacy RHA policy).

In closing, I would also like to highlight that NLHS takes this issue and concern very seriously and will continue further process enhancements to ensure ongoing alignment with the Conflict-of-Interest Act, 1995 (the Act). Please rest assured that the appropriate actions will be taken as a result of further findings from the review referenced above.

Sincerely,

40(1)

David Diamond
Chief Executive Officer

cc. Mr. Robert Andrews, Chair, Board of Trustees

From: Laura Penney
Sent: Monday, November 18, 2024 9:14 AM
To: Karen Stone
Subject: FW: November 15, 2024 - Headlines

FYI

Regards,

Laura



Laura Penney, BBA, CPT [She/her]

Board Liaison Officer
Board of Trustees

t: 709-752-6549(O) or 709-853-6184(C)
e: laura.penney@nlhealthservices.ca
w: NLHealthServices.ca

From: Colleen Hanrahan <colleen.hanrahan@nlhealthservices.ca>
Sent: Sunday, November 17, 2024 11:35 AM
To: Lloyd Walters <lloyd.walters@nlhealthservices.ca>; Laura Penney <Laura.Penney@nlhealthservices.ca>; Bob Andrews <Bob.Andrews@nlhealthservices.ca>; Candace Matthews <candace.matthews@nlhealthservices.ca>; Catherine Bradbury <Catherine.Bradbury@nlhealthservices.ca>; David Oxford <david.oxford@nlhealthservices.ca>; David Peddle (Board) <davida.peddle@nlhealthservices.ca>; David Sutherland <david.sutherland@nlhealthservices.ca>; David Thornhill <david.thornhill@nlhealthservices.ca>; DeanOfMedicine@mun.ca; Ed Goudie <ed.goudie@nlhealthservices.ca>; Michelle Baikie <Michelle.Baikie@nlhealthservices.ca>; Sharon Forsey <sharon.forsey@nlhealthservices.ca>; Tara Laing <tara.laing@nlhealthservices.ca>
Subject: Re: November 15, 2024 - Headlines

The news reports raise serious questions. 40(1)

I trust it will be discussed during our December meeting.

Colleen

From: Lloyd Walters <lloyd.walters@nlhealthservices.ca>
Sent: Friday, November 15, 2024 1:11 PM
To: Laura Penney <Laura.Penney@nlhealthservices.ca>; Bob Andrews <Bob.Andrews@nlhealthservices.ca>; Candace Matthews <candace.matthews@nlhealthservices.ca>; Catherine Bradbury <Catherine.Bradbury@nlhealthservices.ca>; Colleen Hanrahan <colleen.hanrahan@nlhealthservices.ca>; David Oxford <david.oxford@nlhealthservices.ca>; David Peddle (Board) <davida.peddle@nlhealthservices.ca>; David Sutherland <david.sutherland@nlhealthservices.ca>; David Thornhill <david.thornhill@nlhealthservices.ca>; DeanOfMedicine@mun.ca <DeanOfMedicine@mun.ca>; Ed Goudie <ed.goudie@nlhealthservices.ca>; Michelle Baikie <Michelle.Baikie@nlhealthservices.ca>; Sharon Forsey <sharon.forsey@nlhealthservices.ca>; Tara Laing <tara.laing@nlhealthservices.ca>
Subject: Re: November 15, 2024 - Headlines

40(1)

Were these contracts entered into by innocent parties who were not aware that they were in a conflict of interest and behaving in an unethical manner?

If so, why did they not know they were in a conflict and how long has this been going on?

How widespread is this?

Is it a systemic issue and we are just seeing the tip of the iceberg?

Are there other cases where individuals are in a conflict of interest regarding procurement, provision of services or employment related matters?

40(1)

We need a full update at the December meeting and time allocated to decide on a plan of action, including the possibility of an ethical and organizational review going forward.

I look forward to hearing from you.

Lloyd W.

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From: Laura Penney <Laura.Penney@nlhealthservices.ca>

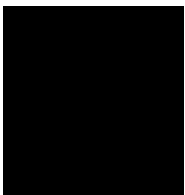
Sent: Friday, November 15, 2024 12:43:29 PM

To: Bob Andrews <Bob.Andrews@nlhealthservices.ca>; Candace Matthews <candace.matthews@nlhealthservices.ca>; Catherine Bradbury <Catherine.Bradbury@nlhealthservices.ca>; Colleen Hanrahan <colleen.hanrahan@nlhealthservices.ca>; David Oxford <david.oxford@nlhealthservices.ca>; David Peddle (Board) <davida.peddle@nlhealthservices.ca>; David Sutherland <david.sutherland@nlhealthservices.ca>; David Thornhill <david.thornhill@nlhealthservices.ca>; DeanOfMedicine@mun.ca <DeanOfMedicine@mun.ca>; Ed Goudie <ed.goudie@nlhealthservices.ca>; Lloyd Walters <lloyd.walters@nlhealthservices.ca>; Michelle Baikie <Michelle.Baikie@nlhealthservices.ca>; Sharon Forsey <sharon.forsey@nlhealthservices.ca>; Tara Laing <tara.laing@nlhealthservices.ca>

Subject: FW: November 15, 2024 - Headlines

Regards,

Laura



Laura Penney, BBA, CPT [She/her]

Board Liaison Officer
Board of Trustees

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w: NLHealthServices.ca

From: Mikaela Etchegary <Mikaela.Etchegary@nlhealthservices.ca>

Sent: Friday, November 15, 2024 11:44 AM

Subject: November 15, 2024 - Headlines

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NL HEALTH SERVICES NEWS

Travel Nurses

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7 Articles

CBC Newfoundland and Labrador (web site)

Union cries foul over apparent lack of sanctions against managers who rented to travel nurses

Published **Nov 14, 2024** by **Maddie Ryan**

Health authority officials in Newfoundland and Labrador are under fire for renting homes to travel nurses under their management. Now, the nurses' union wants to know if they were disciplined. Health ...

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SaltWire

No disciplinary action taken against NLHS managers who hired travel nurses and rented properties to them for personal gain

Published **Nov 15, 2024** by **Juanita Mercer**

No disciplinary action taken against NLHS managers who hired travel nurses and rented properties to them for personal gain Health authority says review was conducted, no disciplinary action required ...

[Full article attached to email](#)

VOCM

All Inappropriate Leases for Travel Nursing Accommodations Terminated

Published **Nov 14, 2024**

The health minister confirms that any “inappropriate” leasing arrangements involving housing for travel agency nurses have been terminated and the AG has been informed. John Hogan was responding to q...

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RNU Troubled by Health Minister’s Comments on Ethics in HOA

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The Registered Nurses Union is “deeply troubled” by remarks made in the House of Assembly yesterday by Health Minister John Hogan. The minister revealed during question period that a number of leasin...

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Radio clip from CBC Radio One 1400AM (CBG) - Nov 15, 2024

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The Registered Nurses Union is demanding to know if NL Health Services managers who profited from travel nursing living arrangements have been disciplined.

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NTV News

NTV Evening News

Published **Nov 15, 2024** by **CJON**

The Registered Nurses Union is demanding to know if NL Health Services managers who profited from travel nursing living arrangements have been disciplined.

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CBC News

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November 14, 2024

The Registered Nurses Union is demanding to know if NL Health Services managers who profited from travel nursing living arrangements have been disciplined.

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Government still facing questions over land deal for replacement for St. Clare's Hospital

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In the House of Assembly the provincial government continues to face questions over a land deal for the future site of the replacement for St. Clare's Hospital. NTV's Ben Cleary has the latest // Cop...

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A fiery debate in the House of Commons erupted over a land deal for the new St. Clare's hospital site.

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A St. Anthony stroke survivor has been repeatedly denied rehab care.

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1 Article

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PCs prod province over cost efficiency of former Comfort Inn hotel

Published **Nov 15, 2024** by **Jenna Head** ·

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CBC Newfoundland and Labrador (web site)

HMP inmates denied medical attention, rehab programs due to staff shortages, documents reveal

Published **Nov 15, 2024** by **Abby Cole**

A collection of emails about staff shortages at Newfoundland and Labrador's largest corrections facility reveals the far-ranging chaos caused by the lack of officers to guard over inmates, including a...

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Medical Radiation Technologists to be Recognized as Regulated Profession

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Newfoundland and Labrador is finally recognizing medical radiation technologists as a regulated profession. On May 1st of 2025 the provincial government will proclaim into force the Health Profession...

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1 Article

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Measles cases in New Brunswick continue to climb

Published **Nov 14, 2024**

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SOCIAL MEDIA, RE: NL HEALTH SERVICES

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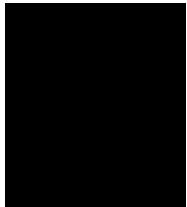
From: Gerard Kenny
Sent: Tuesday, November 19, 2024 1:07 PM
To: Gordon Murphy
Subject: Information requested
Attachments: NLHS - Briefing Note COI November 2024.docx, NLHS - Conflict of Interest Letter 1 Template April 2024.docx, NLHS - Conflict of Interest Letter 2 Template June 2024 V2.docx, NLHS - Conflict of Interest Response August 2024 Denied.docx, NLHS - Conflict of Interest Response August 2024 Approved - DRAFT.docx

Hi Gordon

as requested. Please feel free to reach out if you have any questions.

Thanks,

Gerard



Gerard Kenny BBA MBA CHE (He/Him)
Senior Director
Human Resources

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e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca



**NL Health
Services**

Briefing Note

- Title:** Allegations of unethical practices of managers entering into residential lease agreements with NL Health Services (NLHS).
- Issue:** The Registered Nurses Union of Newfoundland and Labrador (RNUNL) has alleged that some NLHS managers have engaged in unethical practices by purchasing and renting homes to NLHS to provide accommodations to Internationally Educated Nurses (IENs) and nurses from private agencies (Agency RNs), for their personal gain. Further, it was alleged that these practices, if true, are in violation of the Act.

Background and Current Status:

- On March 15, 2024, the RNUNL wrote to Minister Tom Osbourne alleging unethical practices by NLHS managers who purchased/ leased residential accommodations NLHS for the purpose of housing IENs and/ or Agency RNs to NLHS to their personal benefit.
- On March 20, 2024, Minister Osbourne wrote to Robert Andrews, NLHS Board Chair, and David Diamond, NLHS CEO (COR-2024-198380) to express concern over the allegations. At the Minister's request, NLHS was to investigate the allegations further and seek to immediately remedy any arrangement that was determined to be in violation of the Act.
- On March 28, 2024, NLHS CEO David Diamond responded to Minister Osbourne's letter outlining the strategies employed by NLHS to secure residential accommodations, in keeping with the Public Procurement Act (PPA), in these situations. Mr. Diamond also advised that NLHS would investigate the allegations further, but also noted that the Act does allow for exemptions under certain circumstances (as outlined in the Act).
- Through its investigation in April 2024, NLHS determined that there were 415 residential properties leased provincially, and of those properties 57 are owned by current employees, 17 of which are managers.
- In the context of needing to secure emergency accommodations during and post-COVID, NLHS has used Public Tenders, Open Calls, and Requests For Proposals (RFP) processes to identify suitable candidates.
- While Open Calls/Public Tenders are normal process for onboarding accommodations, these processes are not always successful. The Open Call/Tender process typically takes two to four months duration to solidify while NLHS housing operations often receive very short notice of staff arrivals (i.e., there are times when NLHS only have a few days' notice of staff arrivals).
- Table 1 below provides a breakdown of leased residences by zone:

Table 1: Breakdown of leased residences by zone

Zone	Total Leased Residences	Total Leased Residences from Employees (or spouses) of NLHS
Central	167	32
Eastern Rural	96	12
Eastern Urban	109	3
Lab-Grenfell	0	0
Western	43	10
Total	415	57

Action Taken to Date:

- By mid-April letters were sent to all 57 employees from Human Resources advising them of the potential conflict of interest. They were asked to reply within two weeks as to whether they felt their situation warranted consideration under any of the exemption criteria as per the Act.
- Responses were received from 47 of the 57 employees. The responses primarily cited the following exemptions of the Act Section 8 (4):
 - b) a contract was awarded by public tender;
 - c) a contract for goods and services made in an emergency;
 - d) a contract for goods or services provided in a case where no other person is qualified and available to provide the goods or services;
- Responses were validated with NLHS zone Leasing divisions, and response rationale was generally supported.
- 30(1)(a) [REDACTED]
- Table 2 provides a breakdown of current arrangement and impact to zone of ending current lease arrangement:

Table 2: Breakdown of current lease arrangement and impact to zone of ending current arrangement

Zone	Total Leased Residences from Employees (or spouses) of NLHS	Number of Leased Residences under Tender Process	Number of Leased Residences to be terminated under existing arrangement
Central	32	0	32
Eastern Rural	12	6	6
Eastern Urban	3	0	3
Lab-Grenfell	0	0	0
Western	10	0	10
Total	57	6	51

- Under the Residential Tenancies Act (2018), Section 18 states “*Landlords and tenants may terminate a rental agreement as long as the required notification form and notice period has been issued.*” Table 3 provides a summary of the notice requirements to terminate an agreement without cause, and Table 4 provides a breakdown by zone of the current lease arrangements:

Table 3: Notice requirements to terminate a lease agreement without cause

Source: Residential Tenancies Act, 2018

Standard Termination Notice Requirements		
Type of Agreement	Notice Period Tenant to Landlord	Notice Period Landlord to Tenant
Week-to-week	Not less than 7 days before the end of the rental period.	Not less than 4 weeks before the end of the rental period.
Month-to-Month	Not less than 1 month before the end of the rental period.	Not less than 3 months before the end of the rental period
Fixed Term (6 to 12 months)	Not less than 2 months before the end of the fixed term specified in the rental agreement	Not less than 3 months before the end of the fixed term specified in the rental agreement.

Table 4: Current lease arrangements by zone

Zone	Month-to Month	Fixed Term > 6-mos remaining	< 6-mos remaining	Mutually Terminated
Central	7	7	15	3
Eastern Rural	9	2	1	0
Eastern Urban	2	0	1	0
Western	0	3	7	0
Total	18	12	24	3

- As per normal NLHS process, once a fixed-term lease agreement expires without either party serving prior notice to terminate it, the leases revert to a month-to-month arrangement until such time that either party provides appropriate notice.
- To minimize financial liability to NLHS, the details of the individual contracts will need to be validated. From the table above we can see that if NLHS is to end the current arrangements of 54 leases with current employees (note: 3 are already terminated) secured through the Open Call/ RFP process. 18 of these could be ended with a one-month notice period; 12 would require a minimum of two-months notice prior to the end of the lease agreement; the remaining 24 would be a combination of allowing the lease to expire and not extending to a month-to-month arrangement and/ or providing appropriate notice.

29(1)(a)

- [REDACTED]
- [REDACTED]

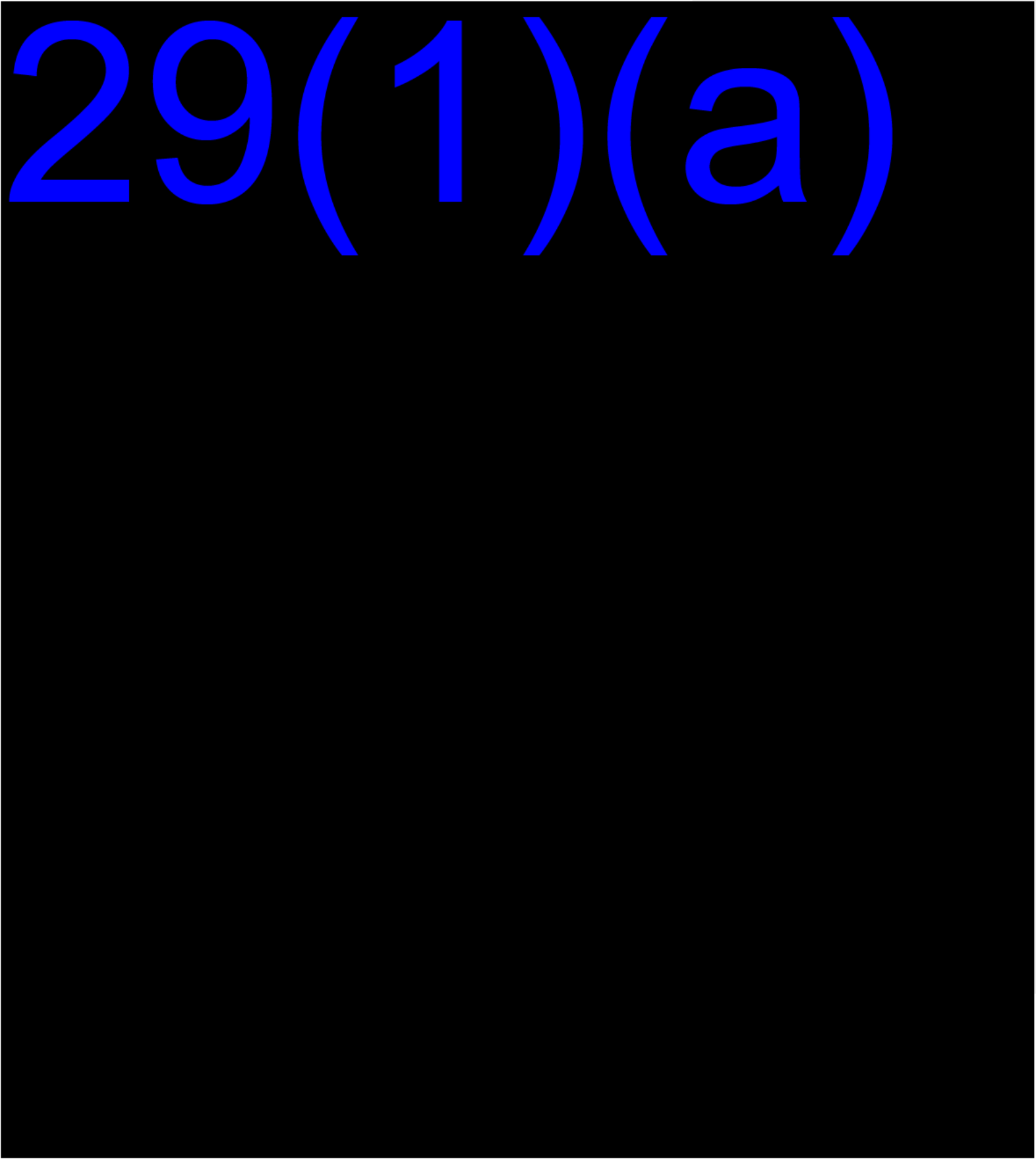
Prepared by: Gerard Kenny, Senior Director - Human Resources

Approved by: Debbie Molloy, Vice President – Human Resources

November 15, 2024

29(1)(a)

29(1)(a)



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29(1)(a)

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29(1)(a)

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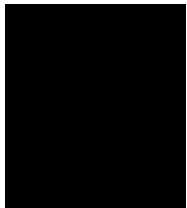
w: NLHealthServices.ca

29(1)(a)

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Sent: Tuesday, November 19, 2024 1:08 PM
To: Gerard Kenny
Subject: Fw: Information requested
Attachments: NLHS - Briefing Note COI November 2024.docx, NLHS - Conflict of Interest Letter 1 Template April 2024.docx, NLHS - Conflict of Interest Letter 2 Template June 2024 V2.docx, NLHS - Conflict of Interest Response August 2024 Denied.docx, NLHS - Conflict of Interest Response August 2024 Approved - DRAFT.docx

Thanks,

Gerard



Gerard Kenny BBA MBA CHE (He/Him)
Senior Director
Human Resources

t: 709-777-3131

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w: NLHealthServices.ca

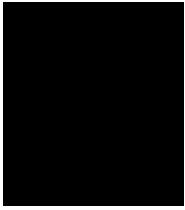
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Gerard Kenny BBA MBA CHE (He/Him)
Senior Director
Human Resources

t: 709-777-3131

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**NL Health
Services**

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- Table 1 below provides a breakdown of leased residences by zone:

Table 1: Breakdown of leased residences by zone

Zone	Total Leased Residences	Total Leased Residences from Employees (or spouses) of NLHS
Central	167	32
Eastern Rural	96	12
Eastern Urban	109	3
Lab-Grenfell	0	0
Western	43	10
Total	415	57

Action Taken to Date:

- By mid-April letters were sent to all 57 employees from Human Resources advising them of the potential conflict of interest. They were asked to reply within two weeks as to whether they felt their situation warranted consideration under any of the exemption criteria as per the Act.
- Responses were received from 47 of the 57 employees. The responses primarily cited the following exemptions of the Act Section 8 (4):
 - b) a contract was awarded by public tender;
 - c) a contract for goods and services made in an emergency;
 - d) a contract for goods or services provided in a case where no other person is qualified and available to provide the goods or services;
- Responses were validated with NLHS zone Leasing divisions, and response rationale was generally supported.
- 30(1)(a) [REDACTED]
- Table 2 provides a breakdown of current arrangement and impact to zone of ending current lease arrangement:

Table 2: Breakdown of current lease arrangement and impact to zone of ending current arrangement

Zone	Total Leased Residences from Employees (or spouses) of NLHS	Number of Leased Residences under Tender Process	Number of Leased Residences to be terminated under existing arrangement
Central	32	0	32
Eastern Rural	12	6	6
Eastern Urban	3	0	3
Lab-Grenfell	0	0	0
Western	10	0	10
Total	57	6	51

- Under the Residential Tenancies Act (2018), Section 18 states “*Landlords and tenants may terminate a rental agreement as long as the required notification form and notice period has been issued.*” Table 3 provides a summary of the notice requirements to terminate an agreement without cause, and Table 4 provides a breakdown by zone of the current lease arrangements:

Table 3: Notice requirements to terminate a lease agreement without cause

Source: Residential Tenancies Act, 2018

Standard Termination Notice Requirements		
Type of Agreement	Notice Period Tenant to Landlord	Notice Period Landlord to Tenant
Week-to-week	Not less than 7 days before the end of the rental period.	Not less than 4 weeks before the end of the rental period.
Month-to-Month	Not less than 1 month before the end of the rental period.	Not less than 3 months before the end of the rental period
Fixed Term (6 to 12 months)	Not less than 2 months before the end of the fixed term specified in the rental agreement	Not less than 3 months before the end of the fixed term specified in the rental agreement.

Table 4: Current lease arrangements by zone

Zone	Month-to Month	Fixed Term > 6-mos remaining	< 6-mos remaining	Mutually Terminated
Central	7	7	15	3
Eastern Rural	9	2	1	0
Eastern Urban	2	0	1	0
Western	0	3	7	0
Total	18	12	24	3

- As per normal NLHS process, once a fixed-term lease agreement expires without either party serving prior notice to terminate it, the leases revert to a month-to-month arrangement until such time that either party provides appropriate notice.
- To minimize financial liability to NLHS, the details of the individual contracts will need to be validated. From the table above we can see that if NLHS is to end the current arrangements of 54 leases with current employees (note: 3 are already terminated) secured through the Open Call/ RFP process. 18 of these could be ended with a one-month notice period; 12 would require a minimum of two-months notice prior to the end of the lease agreement; the remaining 24 would be a combination of allowing the lease to expire and not extending to a month-to-month arrangement and/ or providing appropriate notice.

29(1)(a)

- [REDACTED]
- [REDACTED]

Prepared by: Gerard Kenny, Senior Director - Human Resources

Approved by: Debbie Molloy, Vice President – Human Resources

November 15, 2024

Human Resources Employee Services

760 Topsail Road

Mount Pearl, NL

Canada, A1N 3J5

t: 709-777-7777 Pathway 1

f: 709-777-1384

w: NLHealthServices.ca

29(1)(a)

29(1)(a)

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f: 709-777-1384

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29(1)(a)

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29(1)(a)

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f: 709-777-1384

w: NLHealthServices.ca

29(1)(a)

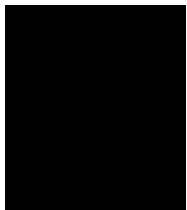
From: Gerard Kenny
Sent: Tuesday, November 19, 2024 1:54 PM
To: Gordon Murphy
Subject: Fw: MOH Response - Conflict of Interest
Attachments: NLHS Response to COR-2024-198380 Conflict of Interest.pdf

Hi Gordon

as requested

Thanks,

Gerard



Gerard Kenny BBA MBA CHE (He/Him)
Senior Director
Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: [NLHealthServices.ca](https://www.nlhealthservices.ca)

From: Debbie Molloy <Debbie.Molloy@easternhealth.ca>
Sent: Monday, April 1, 2024 1:13 PM
To: Gerard Kenny <Gerard.Kenny@easternhealth.ca>
Subject: Fw: MOH Response - Conflict of Interest

From: David Diamond <david.diamond@nlhealthservices.ca>
Sent: Thursday, March 28, 2024 12:08 PM
To: JohnMcGrath <JohnMcGrath@gov.nl.ca>
Cc: [40\(1\)](#) [Redacted] Scott Bishop <Scott.Bishop@easternhealth.ca>;
Debbie Molloy <Debbie.Molloy@easternhealth.ca>
Subject: FW: MOH Response - Conflict of Interest

Hi John ... in follow up to the Minister's letter on leasing of housing to agency nurses. Let me know if you have further questions.

David



**NL Health
Services**

Office of Chief Executive Officer
70 O'Leary Avenue
St. John's, NL A1B 2C7
david.diamond@nlhealthservices.ca
Tel: 709-697-4946
w: NLHealthServices.ca

March 28, 2024

Honorable Tom Osborne, Minister
Department of Health and Community Services
Confederation Building, 1st Floor, West Block
PO Box 8700
St. John's, NL
A1B 4J6

Newfoundland and Labrador Health Services (NLHS) Response to COR-2024-198380:
Conflict of Interest

Dear Minister Osborne:

I am writing in response to questions posed in the above referenced correspondence regarding the alleged conflict of interest associated with NLHS leased accommodation arrangements and NLHS staff (public office holders).

After some preliminary review and investigation, it should be noted that the Act does allow for several exemptions under Section 8 - subsection 4. Specifically, Sections 8. (4) (a, c, d) should be considered. Under s.8(4)(a) a contract that existed before the public officer holder became a public office holder would not constitute a conflict of interest. Under s.8(4)(c) there is no conflict of interest where the public office holder enters into a contract with their employer for goods or services made in an emergency and further under s.8(4)(d) there is no conflict of interest where the public office holder enters into a contract with their employer for goods or services where no other person is qualified and available to provide the goods and services.

Based on the above referenced exceptions, as next steps, NLHS will undertake a further review of the employees noted to be the lessor in existing lease arrangements (see table details below). The review will consist of appropriate exception applications case by case via confirmation letters to affected staff members. This case-by-case review will commence immediately. If it is determined upon review that none of the exceptions under s.4 apply, NLHS will seek to terminate the lease arrangement at the earliest possible date, in consideration of the contracted terms and conditions. Responses to specific questions posed.

Zone	No. of NLHS Employees with Accommodations	No. of Managers with Accommodations
Central	35	11
Western	10	3
Eastern Urban	3	1
Eastern Rural	9	2
Totals	57	17

What procurement processes have been followed when securing accommodations for agency nurses or internationally educated nurses?

Excerpt from the Public Procurement Act:

Through the operation of the Public Procurement Act, public bodies are tasked to achieve best value, transparency, and accountability in procurement. The acquisition of commodities in an efficient, effective, and ethical manner is paramount in public procurement.

Further, **best value** is defined as including: *the best balance of cost, quality, performance, and support, as achieved through a transparent, efficient, and competitive procurement process using clear and fair evaluation and selection criteria.*

Strategy Employed by NLHS:

NLHS has not approached accommodation landlords directly to obtain information on vacancies, cost, quality, or other criteria related to accommodations. As the information of the nursing gaps and related accommodations became known to the public via media outlets, entrepreneurial landlords proposed their available rental properties to NLHS (as the Buyer) for its consideration. As a result, this model evolved to adopt the sourcing strategy of a Reverse Auction (which is compliant with PPA).

Landlords who proposed vacant properties were put on a list (maintained by NLHS) and landlord selections were made based on a first come, first served basis. Once a landlord was selected, multiple criteria were used to evaluate properties/accommodations.

For example, when a landlord was selected, a checklist approach was used by NLHS to assess and document compliance results to ensure the consistency and efficiency of its process. This is in line with the Public Procurement Act. For each space requirement, an NLHS representative would perform a site visit, assessing required conditions, amenities, furnishings etc. and analyze fair market lease rates based on number of beds, location, and overall condition.

It is important to note that NLHS now has a RFP (open call) posted on MERX for leased accommodations.

Have contracts been entered into for all accommodations secured by NLHS?

Yes – contracts are in place between landlords and NLHS.

How were rental rates determined for accommodations procured by NLHS?

A combination of assessing market value, location, condition, and amenities of the property. Properties are typically based at a rate of \$1500 per month (Utilities & snow clearing included) for a 1 bed unit & an additional \$500 per month added for each additional bedroom. Central zone has a range of properties, 1-3 bedrooms, ranging from \$1100 - \$2700 per month.

Rental rates are deemed to be fair market value (FMV) as defined by the market environment in each rental location.

What processes exist with respect to vetting conflicts of interest before any agreements or rental arrangements are entered into by NLHS?

As a primary mechanism of assessing conflict within procurement activity related to leased arrangements, if any staff member involved in the procurement process was deemed to be in conflict (and removed from the process) if associated with leased accommodation in any aspect of the process.

Furthermore, operational activities of the organization are guided by Conflict-of-Interest policies and are in effect in NLHS zones (via legacy RHA policy).

In closing, I would also like to highlight that NLHS takes this issue and concern very seriously and will continue further process enhancements to ensure ongoing alignment with the Conflict-of-Interest Act, 1995 (the Act). Please rest assured that the appropriate actions will be taken as a result of further findings from the review referenced above.

Sincerely,

40(1)

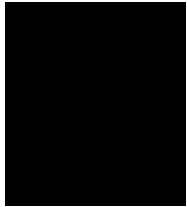
David Diamond
Chief Executive Officer

cc. Mr. Robert Andrews, Chair, Board of Trustees

From: Gerard Kenny
Sent: Tuesday, November 19, 2024 2:03 PM
To: Gordon Murphy
Subject: Fw: RNUNL Correspondence - NLHS Conflict of Interest Allegations
Attachments: Ministerial Correspondence - Robert Andrews and David Diamond - NLHS Conflict of Interest Allegations.pdf

Thanks,

Gerard



Gerard Kenny BBA MBA CHE (He/Him)
Senior Director
Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

From: Debbie Molloy <Debbie.Molloy@easternhealth.ca>
Sent: Monday, April 1, 2024 1:19 PM
To: Gerard Kenny <Gerard.Kenny@easternhealth.ca>
Subject: Fw: RNUNL Correspondence - NLHS Conflict of Interest Allegations

FYI
Thanks
Debbie

From: Debbie Molloy <Debbie.Molloy@easternhealth.ca>
Sent: Thursday, March 21, 2024 9:44 AM
To: Jay Neville <Jay.Neville@easternhealth.ca>
Subject: Fw: RNUNL Correspondence - NLHS Conflict of Interest Allegations

As discussed.
Thanks
Debbie

From: David Diamond <david.diamond@nlhealthservices.ca>

Sent: Thursday, March 21, 2024 9:05 AM

To: Wayne Miller <WayneC.Miller@nlhealthservices.ca>; Amy Byrde <amy.byrde@lghealth.ca>; Cassie Chisholm <Cassie.Chisholm@easternhealth.ca>; Catherine McCarthy <Catherine.McCarthy@easternhealth.ca>; Cathy Fitzpatrick (Executive Offices) <Cathy.Fitzpatrick@nlhealthservices.ca>; David Diamond <david.diamond@nlhealthservices.ca>; Debbie Molloy <Debbie.Molloy@easternhealth.ca>; Debbie Walsh <Debbie.Walsh@easternhealth.ca>; Freake, Teara <Teara.Freake@westernhealth.nl.ca>; Gena Bugden <Gena.Bugden@easternhealth.ca>; Holly Edwards (Admin Assistant) <Holly.Edwards@easternhealth.ca>; Jeanette Russell (Administration) <jeanettem.russell@easternhealth.ca>; Jennifer Coish (Executive Assistant) <JenniferM.Coish@easternhealth.ca>; Joanne Pelley <Joanne.Pelley@centralhealth.nl.ca>; Dyke, Jodi <jodidyke@westernhealth.nl.ca>; Obrien, Kelli <kelliobrien@westernhealth.nl.ca>; Kenneth Baird <Kenneth.Baird@easternhealth.ca>; King, Darla <darlaking@westernhealth.nl.ca>; Kristina Roache <Kristina.Roache@easternhealth.ca>; Lisa Pottle <lisa.pottle@nlchi.nl.ca>; Lori Hillyard <Lori.Hillyard@centralhealth.nl.ca>; Lynette Oates <Lynette.Oates@easternhealth.ca>; Murray Doucette <Murray.Doucette@easternhealth.ca>; Ron Johnson <ron.johnson@nlhealthservices.ca>; Sandy Penney <sandy.penney@lghealth.ca>; Scott Bishop <Scott.Bishop@easternhealth.ca>; Snook, Jennifer <Jennifer.Snook@westernhealth.nl.ca>; Gallant, Stephanie <Stephanie.Gallant@westernhealth.nl.ca>; Stephen Greene <Stephen.Greene@nlchi.nl.ca>; Valerie Coffey <Valerie.Coffey@easternhealth.ca>

Subject: FW: RNUNL Correspondence - NLHS Conflict of Interest Allegations

Good Morning All ... sharing this with you confidentially. We will figure out a process to respond to the Minister's questions, including how to potentially identify scenarios where we may be renting from managers. If you know of any situations personally, it would be good to send them along to me so we can see what sorts of scenarios might be out there.

Dave

From: Minister, HCS <hcs@gov.nl.ca>

Sent: Wednesday, March 20, 2024 10:25 PM

To: Bob Andrews <Bob.Andrews@nlhealthservices.ca>; David Diamond <david.diamond@nlhealthservices.ca>

Cc: Osborne, Tom <tosborne@gov.nl.ca>

Subject: RNUNL Correspondence - NLHS Conflict of Interest Allegations

EXTERNAL EMAIL: This email originated from outside the organization. Please ensure you use additional caution before opening attachments or clicking on URL links.

Please see the attached correspondence.

"This email and any attached files are intended for the sole use of the primary and copied addressee(s) and may contain privileged and/or confidential information. Any distribution, use or copying by any means of this information is strictly prohibited. If you received this email in error, please delete it immediately and notify the sender."

COR-2024-198380

Mr. Robert Andrews
Board Chair
Newfoundland and Labrador Health Services
Bob.Andrews@nlhealthservices.ca

Mr. David Diamond
President and CEO
Newfoundland and Labrador Health Services
david.diamond@nlhealthservices.ca

Dear Mr. Andrews and Mr. Diamond:

I am writing in response to a letter received from the Registered Nurses' Union of Newfoundland and Labrador (enclosed), with respect to allegations of unethical practices by Newfoundland and Labrador Health Services (NLHS) managers. It is alleged that NLHS managers may be purchasing and/or renting homes to internationally educated nurses and private agencies for their own personal benefit. These allegations are alarming and, if true, are contrary to the statutory obligations placed on NLHS and its employees as the entity responsible for the administration and delivery of health and community services in the province.

It is incumbent on the Board and Chief Executive Officer to investigate these claims without delay and provide a satisfactory response to the Minister of Health and Community Services. In that regard, I ask for your reply by end of business, **March 22, 2024**.

As you know, subsection 6(4) of the **Provincial Health Authority Act** makes NLHS an agent of the crown, bringing it within the purview of the **Conflict of Interest Act, 1995** (the **Act**). Section 3 of the Act provides:

A public office holder shall not make or participate in making a decision in his or her capacity as a public office holder where the public office holder knows or ought reasonably to know that in the making of the decision there is the opportunity to benefit himself or herself or a member of his or her family improperly, directly or indirectly.

In addition to the general prohibition on participating in decisions that have the opportunity to benefit the person or their family, there are a number of other duties and obligations placed on public office holders under the Act, including:

- not using a position to influence a private interest (see section 4);
- not using insider information to further a private interest (see section 5);
- not accepting extra benefits (see section 7); and

- not being a party to a contract with the agency of the Crown with which the person is employed (see section 8).

In addition, NLHS' conflict of interest policy likely creates similar or additional requirements on employees in such circumstances.

It is concerning that there are allegations that NLHS managers, who may be responsible for overseeing the recruitment and employment of internationally educated nurses, are renting accommodations to NLHS for internationally educated nurses.

As noted in the NLHS mandate letter disbursed May 2023, the Minister of Health and Community Services directed NLHS to, among other things, "demonstrate a commitment to prudent and responsible expenditure management throughout operations by ensuring adequate internal controls exist" to ensure the reliability and integrity of information; compliance with procedures, policies, plans and legislation; the economical and efficient use of resources; the safeguarding of assets; and, the accomplishment of established objectives and goals.

As was also noted in the Deputy Minister's letter dated February 20, 2024, NLHS has a duty to ensure responsible and efficient use of public funds. Should the allegations raised by the RNUNL have any merit, it raises significant concern, and corrective action must be taken immediately.

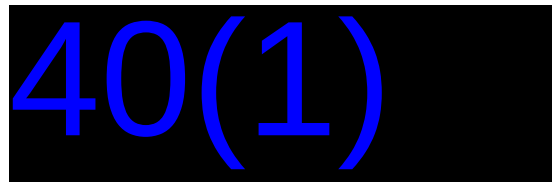
As the Minister responsible for oversight of the **Provincial Health Authority Act** and NLHS' budget, I ask NLHS investigate and provide answers to the following:

- Are any current or former members of NLHS' executive renting accommodations to NLHS?
- Are any current or former NLHS managers renting accommodations to NLHS?
- What procurement processes have been followed when securing accommodations for agency nurses or internationally educated nurses?
- Have contracts been entered into for all accommodations secured by NLHS?
- How were rental rates determined for accommodations procured by NLHS?
- What processes exist with respect to vetting conflicts of interest before any agreements or rental arrangements are entered into by NLHS?

Further, please provide an overview of all action taken with respect to your investigation of this matter.

Thank you for your attention to this matter.

Sincerely,

A large, stylized blue signature that reads "40(1)" is displayed on a black rectangular background.

HONOURABLE TOM OSBORNE, MHA
Minister of Health and Community Services
District of Waterford Valley

From: Gordon Murphy
Sent: Tuesday, November 19, 2024 12:04 PM
To: Gerard Kenny
Subject: Connect on Briefing Note

Hi Gerard,

Debbie asked that I connect with you on the leased accommodation note that you are preparing.

When would be a good time?

Thanks

G



Gordon Murphy
Special Advisor to Executive

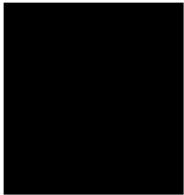
Executive Offices
70 O'Leary Avenue, St. John's, NL, A1B2C7
e: gordon.murphy@nlhealthservices.ca

web. [NL Health Services](http://nlhealthservices.ca)

From: Laura Penney
Sent: Monday, November 18, 2024 3:08 PM
To: Bob Andrews, Candace Matthews, Catherine Bradbury, Colleen Hanrahan, David Oxford, David Peddle (Board), David Sutherland, David Thornhill, DeanOfMedicine@mun.ca, Ed Goudie, Lloyd Walters, Michelle Baikie, Sharon Forsey, Tara Laing
Cc: Karen Stone
Subject: FW: November 18, 2024 - Headlines

Regards,

Laura



Laura Penney, BBA, CPT [She/her]
Board Liaison Officer
Board of Trustees

t: 709-752-6549(O) or 709-853-6184(C)
e: laura.penney@nlhealthservices.ca
w: NLHealthServices.ca

From: Grant Loveys <Grant.Loveys@nlhealthservices.ca>
Sent: Monday, November 18, 2024 3:02 PM
Subject: November 18, 2024 - Headlines



NL HEALTH SERVICES NEWS

Travel Nurses

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5 Articles

CBC Newfoundland and Labrador (web site)

Managers faced no discipline for renting properties to travel nurses, says NLHS

Published **Nov 16, 2024** by **Maddie Ryan**

There has been no disciplinary action for health-care managers who breached the province's Conflict of Interest Act by renting homes to travel nurses and internationally educated nurses under their su...

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VOCM

Petten Demands Answers as NLHS Managers Escape Discipline in Housing Prob

Published **Nov 16, 2024**

The opposition House leader is crying foul about what he calls a lack of transparency and accountability in light of serious concerns raised by the Registered Nurses Union. The allegation is that NL ...

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ntv

Nurses' Union calls for apology for comments made in House of Assembly

Published **Nov 18, 2024**

The Registered Nurses' Union is calling for an apology following remarks made towards nurse practitioners in the House of Assembly on Thursday. NTV's Bailey Howard tells us more // Copyright 2017. De...

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CFCB VOCM 570 AM (Corner Brook, NL)

Radio clip from CFCB VOCM 570 AM (Corner Brook, NL) - Nov 18, 2024

Published **Nov 18, 2024** by **CFCB**

There has been no disciplinary action for health-care managers who breached the province's Conflict of Interest Act by renting homes to travel nurses and internationally educated nurses.

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CBC Radio One CBT (Gander, NL)

Radio clip from CBC Radio One CBT (Gander, NL) - Nov 17, 2024

Published **Nov 17, 2024** by **CBT**

There has been no disciplinary action for health-care managers who breached the province's Conflict of Interest Act by renting homes to travel nurses and internationally educated nurses

[View full article analysis](#)

CBC Here and Now

November 15, 2024

The Registered Nurses Union is frustrated by the lack of accountability when it comes to reports of NL Health Services managers leasing properties to travel nurses.

[**WATCH HERE**](#)

ER Misdiagnosis

[back to top](#)
1 Article

CBC News Network

The National

Published **Nov 18, 2024** by **CBCNN**

A Newfoundland woman was left with a gangrenous appendix and mental trauma after being misdiagnosed at the Health Sciences Centre multiple times.

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VOCM

Medical Notices, Record Checks Face Delays as Canada Post Strike Continues

Published **Nov 16, 2024**

Those awaiting appointments for surgeries, procedures and medical specialists are among those affected by the strike at Canada Post. NL Health Services says measures are in place to deliver time-sens...

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PROVINCIAL HEALTH NEWS

Rare Disease Drug Coverage

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2 Articles

ntv.ca

Improved access to drugs for rare diseases coming to NL – NTV

Published **Nov 18, 2024** by **Web Team**

The provincial and federal health ministers met in St. John's today. Announcing new funding for home care workers, and improved access to drugs for rare diseases. NTV's Ben Cleary has mo...

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Government Removes Income Cap on Rare Disease Drug Coverage

Published **Nov 16, 2024**

The provincial government is expanding access to expensive drugs used to treat rare diseases. It's going to eliminate financial barriers, such as maximum household income restrictions, thanks to a fe...

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VOCM

Home Support Workers Getting Pay Rise, Expanded Access to Drugs for Rare Diseases: Joint Government Announcement

Published **Nov 15, 2024**

Home support workers in the province are about to get a pay raise. The federal and provincial governments signed a \$25-million agreement this morning to bump the wage from \$17 an hour to roughly \$21 ...

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SOCIAL MEDIA, RE: NL HEALTH SERVICES

GFW Obstetrical Unit







You are receiving this newsletter because someone in your organization wants to share company and industry news with you. If you don't find this newsletter relevant, you can [unsubscribe from our newsletters](#)

From: Scott Bishop
Sent: Tuesday, November 19, 2024 9:16 AM
To: Gordon Murphy
Subject: FW: COI listing by zone with expiration dates
Attachments: COI ReviewAugust 2024 OAG Request.xlsx



Scott Bishop CPA, CGA, CHE
Vice President – Corporate Services
Chief Financial Officer

Executive Offices
70 O'Leary Avenue, St. John's, NL, A1B2C7
e: scott.bishop@nlhealthservices.ca

Administrative Support
Holly Edwards
e: holly.edwards@easternhealth.ca

web. [NL Health Services](http://nlhealthservices.ca)

From: Scott Bishop
Sent: Tuesday, November 19, 2024 8:30 AM
To: Gordon Murphy <Gordon.Murphy@nlhealthservices.ca>
Subject: FW: COI listing by zone with expiration dates

As discussed. For consideration as inclusion as appendix to response.



Scott Bishop CPA, CGA, CHE
Vice President – Corporate Services
Chief Financial Officer

Executive Offices
70 O'Leary Avenue, St. John's, NL, A1B2C7
e: scott.bishop@nlhealthservices.ca

Administrative Support
Holly Edwards
e: holly.edwards@easternhealth.ca

web. [NL Health Services](http://nlhealthservices.ca)

From: Debbie Molloy <Debbie.Molloy@nlhealthservices.ca>
Sent: Sunday, November 17, 2024 3:44 PM
To: Scott Bishop <Scott.Bishop@nlhealthservices.ca>
Subject: Fwd: COI listing by zone with expiration dates

Here you go
Sent from my iPhone

Begin forwarded message:

From: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>

Date: November 17, 2024 at 11:53:17 AM NST

To: Debbie Molloy <Debbie.Molloy@nlhealthservices.ca>

Subject: COI listing by zone with expiration dates

Hi Debbie

the first file contains the listing by zone with expiration dates on each of the properties leased - 7(2) [REDACTED]. The second file has the information about who on the list were/ are in management positions. It also contains the expiration date information, but has a little more detail on the responses.

Thanks,

Gerard

Gerard Kenny BBA MBA CHE (He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

Property Address	Landlord	Town
40(1)	Nancy Sheppard	40(1)
	Elisabeth Sooley	
	Robyn & Jeff Parsons	
	Todd Young	
	Rahul Girijappan	
	Trent & Jennifer manual	
	Mimie Carroll	
	Barb Wheeler	
	Kerrilynn LeDrew	
	Jillian Burt	
	Barb Wheeler	
	Watson George	
	Sarah Manual	

40(1)

Robyn & Jeff Parsons

Michelle Whiteway

Jenn Smith

Kate Conors

Louis Johnston

Terri Hacko

Nancy/Darren Luff

Jennifer Manuel

Sarah Burt

Virtue Pardy

Darrin Boone

Robyn Stead

Jimmie Mullett

Lisa Mills

40(1)

40(1)

Julia Greenham

Niki Keats

Dorothy Barton

Mudibo Musasa

Joeseeph Patron

40(1)

Current Leased Residential Units - Central Zone

Landlord Response

Employee acknowledge email . She was not aware there was a conflict of interest and was not made aware at that time. She attempted to put in a bid through the public tendering process recently and signed up for a Merx account but had difficulty navigating the process.

Employee 40(1)

Employee 40(1)

And they have now gone through the new process of public tender and filled out the proper paperwork for that consideration

Employee 40(1)

Employee 40(1);

Employee meets exception under the Act - (d) a contract for goods or services provided in a case where no other person is qualified and available to provide the goods or services;

employee would like to be considered for an exception *under section 8(4)(d) of the Conflict of Interest Act (1995)* "a contract for goods or services provided in a case where no other person is qualified and available to provide the goods or services

Employee meets exception under the Act - (c) a contract for goods or services made in an emergency; and (d)(d) a contract for goods or services provided in a case where no other person is qualified and available to provide the goods or services;

No response

Employee unsure as to why she rec'd the letter. She is not the home owner who receives the rent. She is a contact number because the home owner works away

Employee meets exception under the Act - (c) a contract for goods or services made in an emergency; and (d)(d) a contract for goods or services provided in a case where no other person is qualified and available to provide the goods or services;

No response

No response

Employee 40(1)

. And they have now gone through the new process of public tender and filled out the proper paperwork for that consideration

Employee meets exception under the Act - (b) a contract awarded by public tender. Also, retired from CH in 2021, so no affiliation with NLHS currently

No response

Employee 40(1)

The rental agreement was signed October 1, 2023 and a signed contract was provided until October 1 of 2024. Additionally, under 8(4) we provided housing to nurses for the authority when there was a housing crisis/ emergency housing was needed as told by central health

Employee 40(1)

Employee is Darren. All rental agreements are between NLHS and spouse Nancy. Darren is not involved in the rental property

Employee meets exception under the Act - (d) a contract for goods or services provided in a case where no other person is qualified and available to provide the goods or services;

Employee is casual and no one mentioned that it could be a COI. Has since submitted an application through MERX and had been selected through the tender process. I did reach out to the property manager Alphonsus Hanlon in gander who I've been dealing with for the rental. Emergency housing requirements would apply to my situation.

No response

No response

Employee 40(1);

No response

As I stated in my previous email I have been renting to Central Health for over 2yrs now. When I decided to rent to them they were fully aware that I was an employee.

In saying that, at the time, Central Health was in need of rentals, there was no mention of "Conflict of Interest". I would however 40(1)

Employee 40(1) [REDACTED] [REDACTED] [REDACTED]
This contract was signed prior to the public tender being in place & we have applied for the contract via public tender as well
No response
No response
Employee 40(1) [REDACTED] [REDACTED]. Employee acknowledged letter. Asking what it mean about his contract until October and if the contract will be terminated immediately.

NLHS SD CZ response after review	Was this arrangement completed through an RFP process (Y/N)	RFP Number	When is the current arrangement scheduled to expire?
C - sourced in an emergency	N		Lease mutually terminated July 12, 2024
C - sourced in an emergency	N		28-Feb-25
C - sourced in an emergency	N		31-Mar-25
C - sourced in an emergency	N		31-Dec-24
Conflict - Over see's all Acute Functions & involved in recuitment process of TRN & IEN	N		Currently expired, extended Month to Month
C - sourced in an emergency	N		Currently expired, extended Month to Month
C - sourced in an emergency	N		Mutually Terminated June 30, 2024
C - sourced in an emergency	N		Currently expired, extended Month to Month
Conflict - Manages Unit of all TRN's	N		Currently expired, extended Month to Month
C - sourced in an emergency	N		Currently expired, extended Month to Month
C - sourced in an emergency	N		Currently expired, extended Month to Month
C - sourced in an emergency	N		Currently expired, extended Month to Month
C - sourced in an emergency	N		Mutually Terminated June 30, 2024

	N		31-Jul-24
C - sourced in an emergency			
C - sourced in an emergency	N		Aug 31, 2024. Please note, Michelle hasn't worked for CZ since 2022
C - sourced in an emergency	N		Sept 30, 2024. Please note that property was sold to Josh Kelly who now assumed the current lease agreement.
C - sourced in an emergency	N		30-Sep-24
C - sourced in an emergency	N		30-Sep-24
C - sourced in an emergency	N		30-Sep-24
C - sourced in an emergency	N		31-Oct-24
C - sourced in an emergency	N		Oct 31, 2024. Please note that property was sold to Dean Wall who now assumed the current lease agreement.
C - sourced in an emergency	N		31-Oct-24
C - sourced in an emergency	N		31-Oct-24
C - sourced in an emergency	N		31-Oct-24
C - sourced in an emergency	N		30-Nov-24
C - sourced in an emergency	N		30-Nov-24
C - sourced in an emergency	N		28-Feb-25

C - sourced in an emergency	N		31-Jan-25
C - sourced in an emergency	N		28-Feb-25
C - sourced in an emergency	N		28-Feb-25
C - sourced in an emergency	N		31-Oct-24
C - sourced in an emergency	N		31-Oct-24

Current	
Property Address	Landlord
40(1)	Kim Jessiman
	Chad Chafe
	Dr. David Flusk

ent Leased Residential Units -Eastern Urban Zone

Email Response	NLHS Response
Employee 40(1) [REDACTED] [REDACTED] [REDACTED]	agree. Also, no decision making authroity to require agency RNs, Locums, or IENs
Employee recently submitted a request via Merix/public tender and waiting for an update regarding the same - wondering if exception can apply as it didn't exist at the time of the contract	agree. Also, no decision making authroity to require agency RNs, Locums, or IENs
Discussion from phone call Thursday May 30, 2024 - Property owned by wife's company, not his property (f) (i)(ii). Also suggested that under the Act (c) would apply - a contract for goods or services made in an emergency	agree. Also, no decision making authroity to require agency RNs, Locums, or IENs

Was this arrangement completed through an RFP process (Y/N)	RFP Number	When is the current arrangement scheduled to expire?
N		currently month to month
N		currently month to month
N		currently month to month

40(1)

Property Address	Landlord
	Lana Hartson
	Natasha Bailey
	Lori Keel
	Sarah Donnelly Harnum
	Michelle Hodder
	Delsey Kelly
	Lisa Peddle
	Dion Park

40(1)

Dion Park
84104 NL Inc. *Dora Hluszkiw
84104 NL Inc. * Dora Hluszkiw
Dion Park

Email Response

section 8.4 c and d would apply. I was initially contacted by Christine Riley on the authorization of Leslie Ann Rowsell for rental of my apartment. Otherwise they would have had to pay nightly for accommodations in this area. 40(1)

Through this agreement further extensions became available to house travel nurses as no other accommodations were available at that time either.

Employee 40(1)

Employee meets exception under the Act - (c) a contract for goods or services made in an emergency; and (d) a contract for goods or services provided in a case where no other person is qualified and available to provide the goods or services;

Employee 40(1)

; Also, The lease was signed June 30, 2023. Employee was not hired by Eastern Health until November 3, 2023.

Employee 40(1)

Employee did not know it was a COI and was never asked if she was an NLHS employee. 40(1)

Employee meets exception under the Act - (c) a contract for goods or services made in an emergency; and (d) a contract for goods or services provided in a case where no other person is qualified and available to provide the goods or services;

Employee 40(1)

Employee 40(1) [REDACTED]
[REDACTED]

Employee 40(1) [REDACTED]
[REDACTED]
[REDACTED]

Employee 40(1) [REDACTED]
[REDACTED]
[REDACTED]

Employee 40(1) [REDACTED]
[REDACTED];
[REDACTED]

Current Leased Residential Units - Easter

NLHS Response

Securing appropriate accommodations difficult in this area on short notice to meet urgent need. PPAE document filed explaining rationale for requiring lease however, document was filed late due to not being on file upon request.

Securing appropriate accommodations difficult in this area on short notice to meet urgent need. PPAE document filed explaining rationale for requiring lease.

Securing appropriate accommodations difficult in this area to meet urgent need. PPAE document filed explaining rationale for requiring lease.

Securing appropriate accommodations difficult in this area on short notice to meet urgent need. PPAE document filed explaining rationale for requiring lease however, document was filed late due to not being on file upon request.

Accommodation secured via public tender # 2017-4238(A)

Securing appropriate accommodations difficult in this area on short notice to meet urgent need. PPAE document filed explaining rationale for requiring lease however, document was filed late due to not being on file upon request.

Securing appropriate accommodations difficult in this area to meet urgent need. PPAE document filed explaining rationale for requiring lease.

Accommodation secured via public tender # 2018-4452.

Accommodation secured via public tender # 2018-4452.
Securing appropriate accommodations difficult in this area to meet urgent need. Tender # 2022-2090 did not yeild any results. PPAE document filed explaining rationale for requiring lease.
Accommodation secured via public tender # 2022-2290
Securing appropriate accommodations difficult in this area on short notice to meet urgent need. PPAE document filed explaining rationale for requiring lease however, document was filed late due to not being on file upon request.

in Rural Zone

Was this arrangement completed through an RFP process (Y/N)

No. Homeowner was contacted by Burin Area Admin to lease, for Nursing Accomms, to maintain services at Burin Healthcare Centre. Housing Ops Onboarded.

No. Accommodations requested by Agency Recruitmnet for imminent upcoming arrivall of Travel Nurses. Insufficient time to do open Call for Bids.

No. Housing Ops initially contacted by Reg Dir of Medicine for Nursing accomms asap, to maintain services at Bonavista healthcare Sites. Housing Ops onboarded as directed.

No. Accommodations requested by Agency Recruitmnet for imminent upcoming arrivall of Travel Nurses. Insufficient time to do open Call for Bids.

Yes

No. Accommodations requested by Agency Recruitmnet for imminent upcoming arrivall of Travel Nurses. Insufficient time to do open Call for Bids.

Yes

Yes

Yes
Yes
Yes
No. Accommodations requested by Agency Recruitmnet for imminent upcoming arrivall of Travel Nurses. Insufficient time to do open Call for Bids.

RFP Number	When is the current arrangement scheduled to expire?
	31-Dec-24
	28-Feb-25
	Month to Month Agreement.
	Month to Month Agreement.
Tender #2017-4238A	Month to Month Agreement.
	31-Aug-24
Tender #2021-2094 & #2022-2073 did not yield results. Steve Avery of S & C worked with us to onbaord this unit at that time.	Month to Month Agreement.
Tender #2018-4452	Month to Month Agreement.

Tender #2018-4452	Month to Month Agreement.
Tender #2022-2290 did not yield results. Ashley Davis of S & C worked with us to onbaord this unit at that time.	Month to Month Agreement.
Tender #2022-2290 did not yield results. Ashley Davis of S & C worked with us to onbaord this unit at that time.	Month to Month Agreement.
	Month to Month Agreement.

Current	
Property Address	Property Owner
40(1)	Patricia Barrett
	Cory Chubbs / Annette Butt
	Lisa Rogers
	Nadine Vater Avery
	Emily Wignall
	Scott Melvin/Yvonne Melvin
	Michael McWhirter
	Suzanne Arenas

40(1)

Paul Ploughman

Amanda Strickland

nt Leased Residential Units - Western Zone

Email Response	NLHS Zone Response	Was this arrangement completed through an RFP process (Y/N)
8.(4) (c) a contract for goods or services made in an emergency; (d) a contract for goods or services provided in a case where no other person is qualified and available to provide the goods or services	agree	N
Employee meets exception under the Act - (c) a contract for goods or services made in an emergency; and (d) - a contract for goods or services provided in a case where no other person is qualified and available to provide the goods or services;	agree	N
Employee meets exception under the Act - (c) a contract for goods or services made in an emergency; and (d) - a contract for goods or services provided in a case where no other person is qualified and available to provide the goods or services;	agree	N
Employee 40(1) [REDACTED] [REDACTED];	agree	N
No response	agree	N
Western Health approached us as they were short on housing , 40(1) [REDACTED] 40(1) 40(1) which we were able to provide.	agree	N
(c) a contract for goods or services made in an emergency; (d) - a contract for goods or services provided in a case where no other person is qualified and available to provide the goods or services	agree	N
40(1): c. a contract for goods or services made in an emergency. D. a contract for goods and services provided in a case where not other person is qualified and available to provide the goods and services.	agree	N

Employee acknowledge email and asked to meet and discuss the exception . Second email he sent 40(1) [REDACTED] [REDACTED] [REDACTED] [REDACTED]	agree	N
Employee has never lived at this address or signed any rental agreements. She does not own this property	agree	N

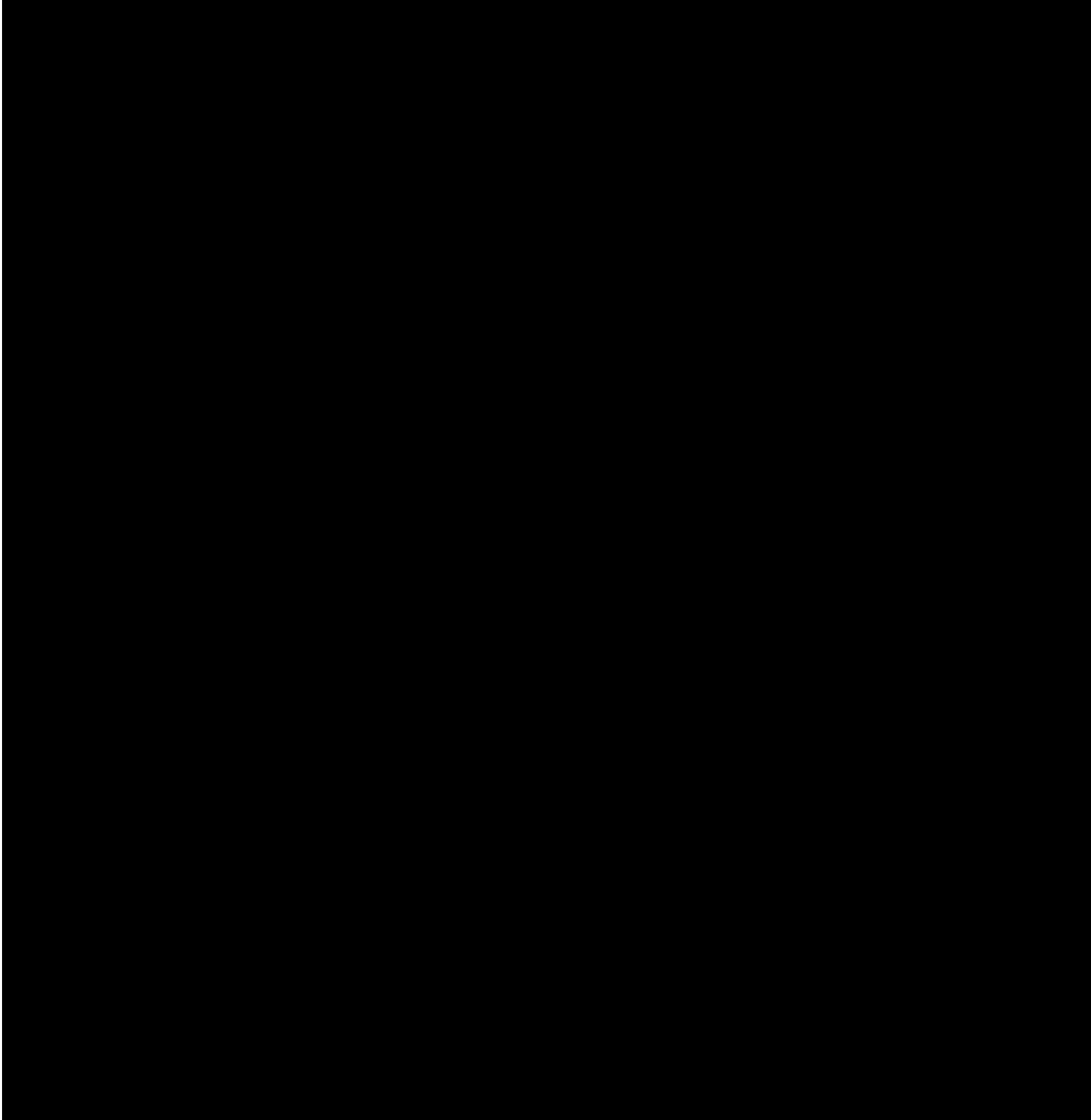
RFP Number	When is the current arrangement scheduled to expire?
N/A	September 30, 2024
N/A	October 1, 2024
N/A	September 25, 2024
N/A	November 1, 2024
N/A	December 1, 2024
N/A	November 16, 2024
N/A	January 1, 2025
N/A	February 6, 2025

N/A	November 2, 2024
N/A	January 8, 2025

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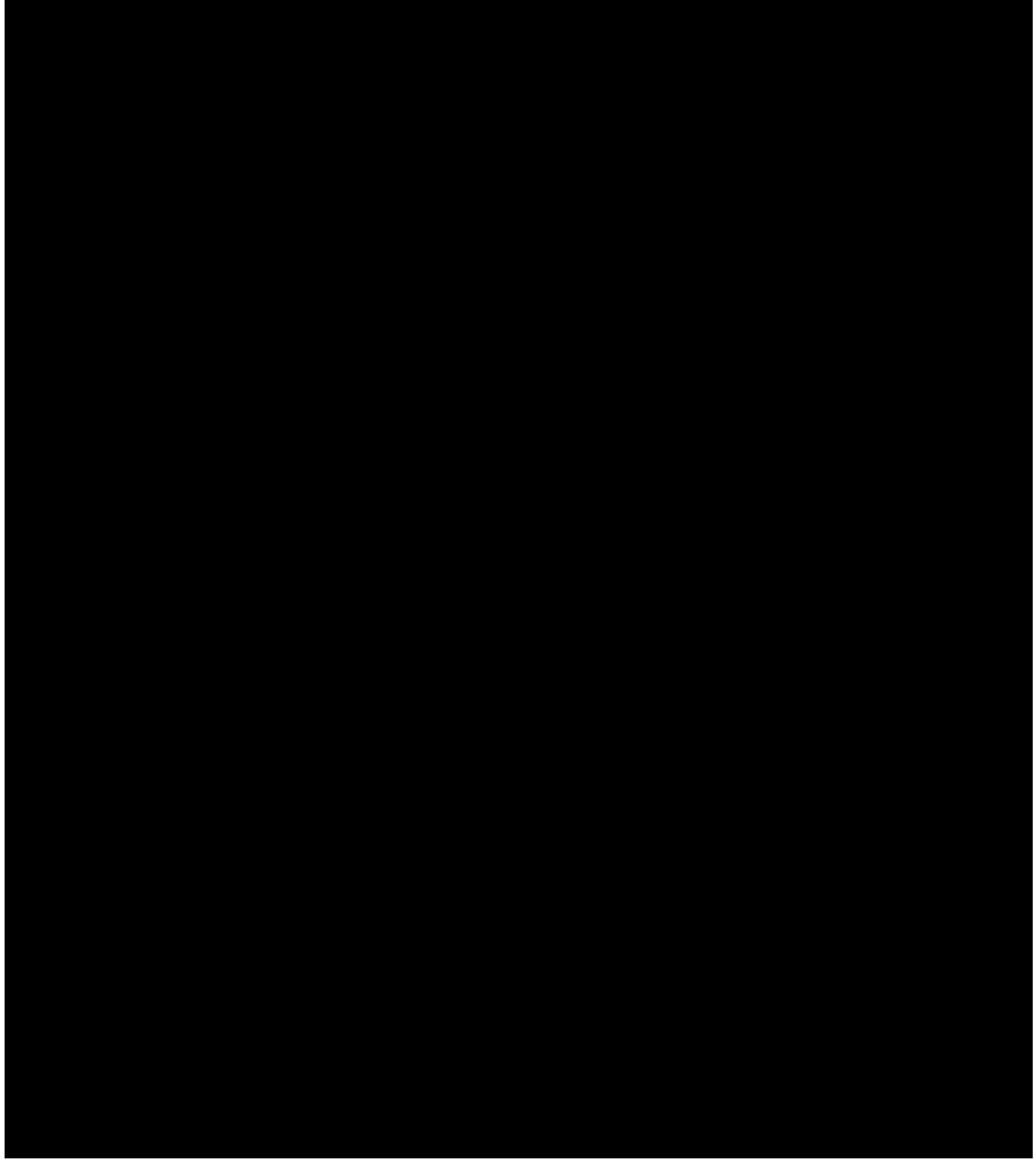


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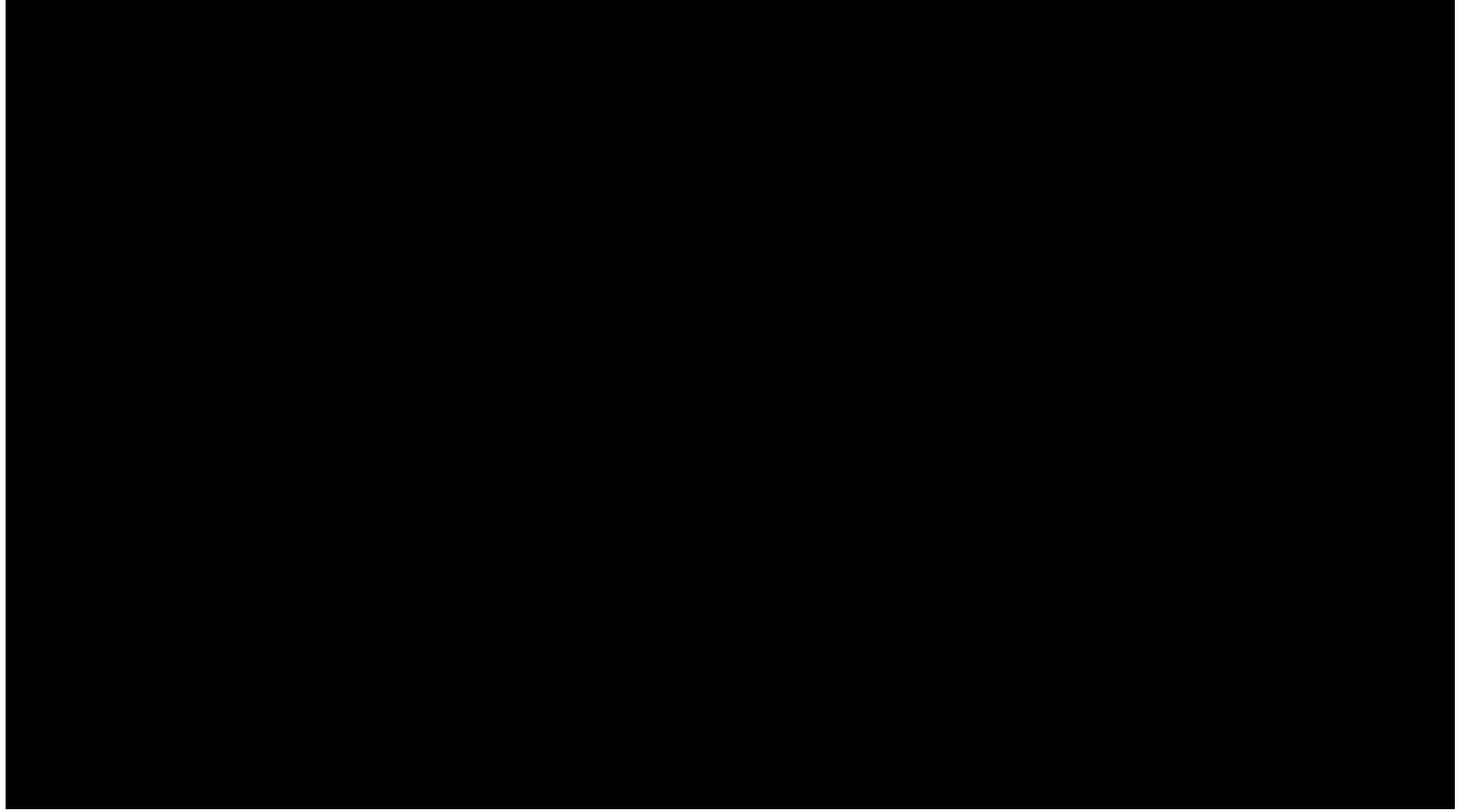
30(1)(a)

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29(1)(a), 30(1)(a)



29(1)(a), 30(1)(a)



From: Gordon Murphy
Sent: Wednesday, November 20, 2024 12:35 PM
To: Ron Johnson
Subject: FW: COI issue regarding leased space for Agency Nurses and IEN

FYI

From: Jacintha Penney <Jacintha.Penney@nlhealthservices.ca>
Sent: Wednesday, November 20, 2024 12:33 PM
To: Gordon Murphy <Gordon.Murphy@nlhealthservices.ca>
Subject: Re: COI issue regarding leased space for Agency Nurses and IEN

Thanks Gord. Yes, accurate.
Jacintha

From: Gordon Murphy <Gordon.Murphy@nlhealthservices.ca>
Sent: November 20, 2024 12:14 PM
To: Jacintha Penney <Jacintha.Penney@nlhealthservices.ca>
Subject: RE: COI issue regarding leased space for Agency Nurses and IEN

Hi Jacintha,

Thanks for the chat.

29(1)(a)

Thanks

G

From: Jacintha Penney <Jacintha.Penney@nlhealthservices.ca>
Sent: Wednesday, November 20, 2024 11:23 AM
To: Gordon Murphy <Gordon.Murphy@nlhealthservices.ca>
Subject: Re: COI issue regarding leased space for Agency Nurses and IEN

Hi Gordon,
I am at home today and am reachable at 40(1) or via teams meeting.
Jacintha

From: Gordon Murphy <Gordon.Murphy@nlhealthservices.ca>
Sent: November 20, 2024 11:12 AM
To: Jacintha Penney <Jacintha.Penney@nlhealthservices.ca>
Subject: FW: COI issue regarding leased space for Agency Nurses and IEN

Good morning Jacintha,

Wondering if you have a moment to chat to confirm a few notes I have on the status Of the NLHS COI policy.

I am pulling something together for Karen, Debbie and Scott and need your input to ensure its accurate.

Please let me know when you have a minute.

Thanks

Gordon



Gordon Murphy
Special Advisor to Executive

Executive Offices
70 O'Leary Avenue, St. John's, NL, A1B2C7
e: gordon.murphy@nlhealthservices.ca

web. [NL Health Services](http://nlhealthservices.ca)

From: Ron Johnson <ron.johnson@nlhealthservices.ca>
Sent: Wednesday, November 20, 2024 11:00 AM
To: Gordon Murphy <Gordon.Murphy@nlhealthservices.ca>
Subject: Re: COI issue regarding leased space for Agency Nurses and IEN

What's your number- I will call?

Get [Outlook for iOS](#)

From: Gordon Murphy <Gordon.Murphy@nlhealthservices.ca>
Sent: Wednesday, November 20, 2024 10:58:32 AM
To: Ron Johnson <ron.johnson@nlhealthservices.ca>
Subject: COI issue regarding leased space for Agency Nurses and IEN

Morning Ron,

I'm pulling something together today for Scott Debbie and Karen on the COI issue regarding leased space for Agency Nurses and IEN.

I need to confirm something with you.

Can you reach out when you have a few minutes?

G



Gordon Murphy
Special Advisor to Executive

Executive Offices
70 O'Leary Avenue, St. John's, NL, A1B2C7
e: gordon.murphy@nlhealthservices.ca

web. [NL Health Services](http://nlhealthservices.ca)

From: Gordon Murphy
Sent: Wednesday, November 20, 2024 11:01 AM
To: Ron Johnson
Subject: RE: COI issue regarding leased space for Agency Nurses and IEN

40(1)

From: Ron Johnson <ron.johnson@nlhealthservices.ca>
Sent: Wednesday, November 20, 2024 11:00 AM
To: Gordon Murphy <Gordon.Murphy@nlhealthservices.ca>
Subject: Re: COI issue regarding leased space for Agency Nurses and IEN

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Get [Outlook for iOS](#)

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I need to confirm something with you.

Can you reach out when you have a few minutes?

G



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Special Advisor to Executive

Executive Offices
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e: gordon.murphy@nlhealthservices.ca

web. [NL Health Services](#)

From: Gordon Murphy
Sent: Wednesday, November 20, 2024 4:48 PM
To: Gerard Kenny, Debbie Molloy
Subject: For your review and feedback
Attachments: COI Agency Accomodation.docx

Hi,

Electronic version attached for your review.

Still waiting on some information but please let me know of any edits, changes, clarification that needs to be made.

Most importantly, let me know if it is factually correct.

Thanks

G



Gordon Murphy
Special Advisor to Executive

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web: [NL Health Services](http://nlhealthservices.ca)

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Gordon

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From: Tracey Boland (Communications)
Sent: Wednesday, November 20, 2024 5:06 PM
To: Collette Smith
Cc: Gerard Kenny
Subject: RE: Memo request
Attachments: Memo_Leased Accomodations_November 2024_DRAFT.docx

Hi Collette,

Gerard and I are working on a CEO memo about the leasing situation. We were wondering about including a section on recruitment/retention as noted in the attached. Wondering if you could provide a couple of high-level messages that we could weave in?

Also, welcome any other feedback you may have!

I'm aiming to send this to Debbie and Lynette in the morning.

Thank you!
--Tracey

Tracey Boland

Senior Director – Provincial Public Affairs
NL Health Services
t: 709-730-7759
e: TraceyL.Boland@nlhealthservices.ca

From: Tracey Boland (Communications)
Sent: Wednesday, November 20, 2024 3:01 PM
To: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>
Subject: RE: Memo request

Hey Gerard,

Here's a rough first pass of the memo based on the materials from Monday. It's long... not sure how much detail we want to get into with staff.

Please take a look and edit, particularly based on anything you've heard from employees and what they may be wondering that should be addressed here.

Thanks much!
--Tracey

From: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>
Sent: Wednesday, November 20, 2024 12:43 PM
To: Lynette Oates <Lynette.Oates@nlhealthservices.ca>; Tracey Boland (Communications) <TraceyL.Boland@nlhealthservices.ca>
Cc: Debbie Molloy <Debbie.Molloy@nlhealthservices.ca>
Subject: Re: Memo request

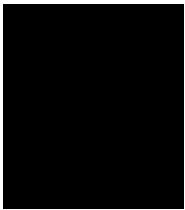
Hi,

I'm tied up in other aspects of the COI file and might not have time to connect. If a message comes over I can review it but can't be much help at this point in crafting it.

Sorry

Thanks,

Gerard



Gerard Kenny BBA MBA CHE (He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

From: Lynette Oates <Lynette.Oates@nlhealthservices.ca>
Sent: Wednesday, November 20, 2024 12:32 PM
To: Tracey Boland (Communications) <TraceyL.Boland@nlhealthservices.ca>; Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>
Cc: Debbie Molloy <Debbie.Molloy@nlhealthservices.ca>
Subject: Memo request

Can the both of you work together to draft a memo from the CEO to staff/physicians in light of the news this week? It would be important to discuss the just culture, thank them, clarify important points, and anything else you or Debbie would like to add? The plan would be to distribute early tomorrow, if at all possible?

Good info in deck.

L



Lynette Oates

Chief - Public Engagement and Communications
NL Health Services

t: 709-752-6109

e: lynette.oates@nlhealthservices.ca

w: NLHealthServices.ca

29(1)(a)

29(1)(a)

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Please take a look and edit, particularly based on anything you've heard from employees and what they may be wondering that should be addressed here.

Thanks much!
--Tracey

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Sent: Wednesday, November 20, 2024 12:43 PM
To: Lynette Oates <Lynette.Oates@nlhealthservices.ca>; Tracey Boland (Communications) <TraceyL.Boland@nlhealthservices.ca>
Cc: Debbie Molloy <Debbie.Molloy@nlhealthservices.ca>
Subject: Re: Memo request

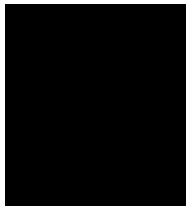
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Sorry

Thanks,

Gerard



Gerard Kenny BBA MBA CHE (He/Him)

Senior Director

Human Resources

t: 709-777-3131

E: gerard.kenny@easternhealth.ca

W: NLHealthServices.ca

From: Lynette Oates <Lynette.Oates@nlhealthservices.ca>
Sent: Wednesday, November 20, 2024 12:32 PM
To: Tracey Boland (Communications) <TraceyL.Boland@nlhealthservices.ca>; Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>
Cc: Debbie Molloy <Debbie.Molloy@nlhealthservices.ca>
Subject: Memo request

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Good info in deck.

L



Lynette Oates

Chief - Public Engagement and Communications
NL Health Services

t: 709-752-6109

e: lynette.oates@nlhealthservices.ca

w: NLHealthServices.ca

29(1)(a)

29(1)(a)

From: Gordon Murphy
Sent: Thursday, November 21, 2024 3:30 PM
To: Debbie Molloy, Scott Bishop
Subject: RE: For your review and feedback
Attachments: COI Agency Accommodation - November 21.docx

Hi,

Updated version attached.

If possible, can we review, and meet up about any questions, edits or concerns?

I'll send off to Karen once we've had a chance to get that done.

G

From: Gordon Murphy
Sent: Wednesday, November 20, 2024 4:48 PM
To: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>; Debbie Molloy <Debbie.Molloy@nlhealthservices.ca>
Subject: For your review and feedback

Hi,

Electronic version attached for your review.

Still waiting on some information but please let me know of any edits, changes, clarification that needs to be made.

Most importantly, let me know if it is factually correct.

Thanks

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Gordon Murphy
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From: Gordon Murphy
Sent: Thursday, November 21, 2024 2:16 PM
To: Michelle Davis
Cc: Gerard Kenny, Steven Lockyer
Subject: RE: updated doc

Thank you

G

From: Michelle Davis <Michelle.Davis@nlhealthservices.ca>
Sent: Thursday, November 21, 2024 2:14 PM
To: Gordon Murphy <Gordon.Murphy@nlhealthservices.ca>
Cc: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>; Steven Lockyer <Steven.Lockyer@nlhealthservices.ca>
Subject: RE: updated doc

Gordon

See my responses below.



Michelle Davis

Regional Business Manager
Infrastructure Support
Leasing and Accommodations
MultiMedia Productions

t: 709.699.0587

e: michelle.davis@easternhealth.ca

w: NLHealthServices.ca

From: Gordon Murphy <Gordon.Murphy@nlhealthservices.ca>
Sent: Thursday, November 21, 2024 1:52 PM
To: Michelle Davis <Michelle.Davis@nlhealthservices.ca>
Cc: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>
Subject: FW: updated doc
Importance: High

Hi Michelle,

Thanks for the chat.

Can you please confirm the following:

- Contracts for the Jessiman and Chafe properties have expired but remain on a month-to-month contract pending the conclusion of the RFSQ process to ensure scarce housing is available in the interim. **Correct. Nurses were living in these units, and we had no alternate vacant units available at the time of their previous contract end date.**

- Both individuals submitted and were selected through RFSQ 2023-3873 (Started in June) and have signed their contracts which are pending NLHS signing. **Correct. Jessiman returned his signed lease from the RFP on October 30, 2024, and Chafe returned his signed lease on October 17, 2024. Both documents were submitted to Open Calls for execution on October 31, 2024.**
- As you are on a month-to-month, following the conclusion of the RFSQ process (with the signing of a new agreement), you will terminate the previous month to month. **Correct. Payments for the month-to-month arrangement transition to recurring payments to match the new lease agreement term via forms submitted to NLHS Finance dept.**

Thanks
Michelle

Gordon

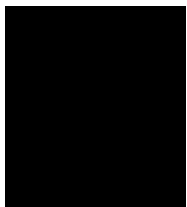
From: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>
Sent: Thursday, November 21, 2024 10:44 AM
To: Gordon Murphy <Gordon.Murphy@nlhealthservices.ca>
Subject: Fw: updated doc

hi Gordon

here is EUZ

Thanks,

Gerard



Gerard Kenny BBA MBA CHE (He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

From: Steven Lockyer <Steven.Lockyer@nlhealthservices.ca>
Sent: Thursday, November 21, 2024 10:36 AM
To: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>
Cc: Michelle Davis <Michelle.Davis@nlhealthservices.ca>
Subject: updated doc

Hi Gerard,

See the updated doc based on our meeting



**Steven Lockyer MTM, B.Tech,
BMET, CET, CHE
Senior Director
Facilities and Support Services
Eastern Urban Zone**

(Facilities Maintenance, Infection Prevention and Control, Medical Device Reprocessing, Leasing, Housing and Accommodations, Biomedical Engineering, Capital Equipment, Fleet Management, Inpatient/Retail Food Services, Environmental Services, Portering, Central Laundry, Multi-Media, Taxi Management, Patient Engagement Solutions Services, and Parking Management)

t 709-727-0757
e steven.lockyer@easternhealth.ca
w NLHealthServices.ca

From: Michelle Davis
Sent: Thursday, November 21, 2024 2:14 PM
To: Gordon Murphy
Cc: Gerard Kenny, Steven Lockyer
Subject: RE: updated doc

Gordon

See my responses below.



Michelle Davis

Regional Business Manager

Infrastructure Support

Leasing and Accommodations

MultiMedia Productions

t: 709.699.0587

e: michelle.davis@easternhealth.ca

w: NLHealthServices.ca

From: Gordon Murphy <Gordon.Murphy@nlhealthservices.ca>

Sent: Thursday, November 21, 2024 1:52 PM

To: Michelle Davis <Michelle.Davis@nlhealthservices.ca>

Cc: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>

Subject: FW: updated doc

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Michelle

Gordon

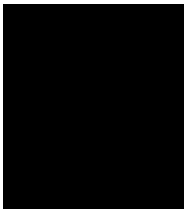
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hi Gordon

here is EUZ

Thanks,

Gerard



Gerard Kenny BBA MBA CHE (He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

W: NLHealthServices.ca

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Facilities and Support Services
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(Facilities Maintenance, Infection Prevention and Control, Medical Device Reprocessing, Leasing, Housing and Accommodations, Biomedical Engineering, Capital Equipment, Fleet Management, Inpatient/Retail Food Services, Environmental Services, Portering, Central Laundry, Multi-Media, Taxi Management, Patient Engagement Solutions Services, and Parking Management)

t 709-727-0757
e steven.lockyer@easternhealth.ca
w NLHealthServices.ca

From: Tracey Boland (Communications)
Sent: Thursday, November 21, 2024 9:38 AM
To: Collette Smith
Cc: Gerard Kenny
Subject: RE: Memo request
Attachments: Memo_Leased Accomodations_November 2024_DRAFT.docx

Good morning Collette,
Just checking into see if you've have had a chance to take a look at this memo? Attaching most recent version.
Thanks!
--Tracey

From: Tracey Boland (Communications)
Sent: Wednesday, November 20, 2024 5:06 PM
To: Collette Smith <Collette.Smith@nlhealthservices.ca>
Cc: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>
Subject: RE: Memo request

Hi Collette,

Gerard and I are working on a CEO memo about the leasing situation. We were wondering about including a section on recruitment/retention as noted in the attached. Wondering if you could provide a couple of high-level messages that we could weave in?

Also, welcome any other feedback you may have!

I'm aiming to send this to Debbie and Lynette in the morning.

Thank you!
--Tracey

Tracey Boland

Senior Director – Provincial Public Affairs
NL Health Services
t: 709-730-7759
e: TraceyL.Boland@nlhealthservices.ca

From: Tracey Boland (Communications)
Sent: Wednesday, November 20, 2024 3:01 PM
To: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>
Subject: RE: Memo request

Hey Gerard,

Here's a rough first pass of the memo based on the materials from Monday. It's long... not sure how much detail we want to get into with staff.

Please take a look and edit, particularly based on anything you've heard from employees and what they may be wondering that should be addressed here.

Thanks much!
--Tracey

From: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>
Sent: Wednesday, November 20, 2024 12:43 PM
To: Lynette Oates <Lynette.Oates@nlhealthservices.ca>; Tracey Boland (Communications) <TraceyL.Boland@nlhealthservices.ca>
Cc: Debbie Molloy <Debbie.Molloy@nlhealthservices.ca>
Subject: Re: Memo request

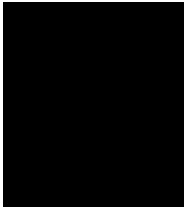
Hi,

I'm tied up in other aspects of the COI file and might not have time to connect. If a message comes over I can review it but can't be much help at this point in crafting it.

Sorry

Thanks,

Gerard



Gerard Kenny BBA MBA CHE (He/Him)

Senior Director

Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

W: NLHealthServices.ca

From: Lynette Oates <Lynette.Oates@nlhealthservices.ca>

Sent: Wednesday, November 20, 2024 12:32 PM

To: Tracey Boland (Communications) <TraceyL.Boland@nlhealthservices.ca>; Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>

Cc: Debbie Molloy <Debbie.Molloy@nlhealthservices.ca>

Subject: Memo request

Can the both of you work together to draft a memo from the CEO to staff/physicians in light of the news this week? It would be important to discuss the just culture, thank them, clarify important points, and anything else you or Debbie would like to add? The plan would be to distribute early tomorrow, if at all possible?

Good info in deck.

L



Lynette Oates

Chief - Public Engagement and Communications
NL Health Services

t: 709-752-6109

e: lynette.oates@nlhealthservices.ca

w: NLHealthServices.ca

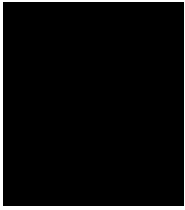
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Gerard Kenny BBA MBA CHE (He/Him)
Senior Director
Human Resources

t: 709-777-3131

e: gerard.kenny@easternhealth.ca

w: NLHealthServices.ca

30(1)(a)

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30(1)(a)

From: Fraser Fry <Fraser.Fry@nlhealthservices.ca>
Sent: Friday, November 15, 2024 2:19 PM
To: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>
Subject: Leasing

Hi Gerard,

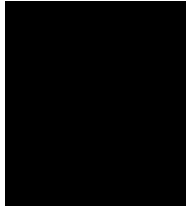
Recently became aware of three potential conflicts of interest for housing leases.

1. A spouse of a facilities trades worker is leasing a home to NLHS in Grand Bank. The lease was signed on January 16, 2024, for 1-year term. The lease was required for agency nursing.
2. A son of a facilities manager is leasing a home to NLHS in Bonavista. The lease was signed on November 6, 2023. The lease was required for physician locums.

3. A stepfather of an administrative officer is leasing a basement apartment to NLHS in St. Lawerance. No official agreement is signed for this lease; NLHS has been leasing the apartment since December 2022. The lease was required for agency nursing.

Looking for direction on these three accommodations.

Thanks,



Fraser Fry, MTM, B.Tech, BMET, CHE, CET

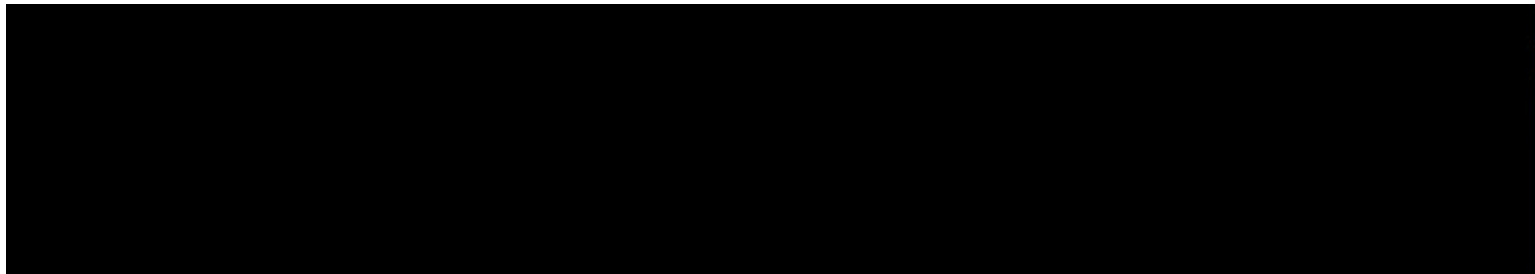
Senior Director
Facilities and Support Services
Eastern Rural Zone

t: 709-730-0848

e: fraser.fry@easternhealth.ca

w: NLHealthServices.ca

Please check out our physician opportunities: [Extraordinary Everyday!](#)



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From: Debbie Molloy
Sent: Wednesday, November 27, 2024 9:56 AM
To: Fraser Fry
Cc: Debbie Walsh, Gerard Kenny
Subject: RE: Employee leases

OK thanks! Very sorry, hopefully my questions are the same? 7(2)

Thanks
Debbie

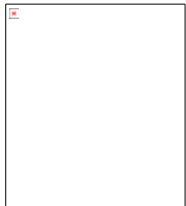
From: Fraser Fry <Fraser.Fry@nlhealthservices.ca>
Sent: Wednesday, November 27, 2024 9:54 AM
To: Debbie Molloy <Debbie.Molloy@nlhealthservices.ca>
Cc: Debbie Walsh <Debbie.Walsh@nlhealthservices.ca>; Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>
Subject: Re: Employee leases

Hi Debbie,

Will review for the zone and send along an update. 7(2)

Will send along an update asap.

Thanks, hope all is well.



Fraser Fry, MTM, B.Tech, BMET, CHE, CET

Senior Director
Facilities and Support Services
Eastern Rural Zone

t: 709-730-0848

e: fraser.fry@easternhealth.ca

w: NLHealthServices.ca

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From: Debbie Molloy <Debbie.Molloy@nlhealthservices.ca>
Sent: Wednesday, November 27, 2024 9:50 AM
To: Wiseman, James <James.Wiseman@nlhealthservices.ca>; Michael Antle <Michael.Antle@nlhealthservices.ca>; Fraser Fry <Fraser.Fry@nlhealthservices.ca>; Steven Lockyer

<Steven.Lockyer@nlhealthservices.ca>; Wanda Slade <wanda.slade@nlhealthservices.ca>

Cc: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>; Debbie Walsh <Debbie.Walsh@nlhealthservices.ca>;
Ron Johnson <ron.johnson@nlhealthservices.ca>; Craig Davis <Craig.Davis@nlhealthservices.ca>; Joanne
Pelley <Joanne.Pelley@nlhealthservices.ca>; Freaque, Tera <Tera.Freaque@nlhealthservices.ca>

Subject: Employee leases

Hi there,

Thank you for all the work you have done to provide accurate information in the past couple of weeks. Very much appreciated!

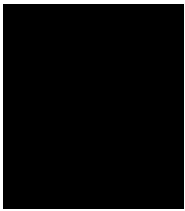
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Also going forward is it possible to ask if the individual is an employee before entering into a lease so that we can do the conflict check before we sign?

Finally, not sure if Gordon connected with you, but can you make a comment regarding the demand versus supply of housing within your zone. Also for any employee month to month leases, can you comment on the category of who is in those units ie. Physicians, agency nurses, IEN's etc.

Thanks

Debbie



Debbie Molloy

(She/Her)

Vice President

Human Resources

t: 709-752-6560

e: Debbie.Molloy@easternhealth.ca

w: NLHealthServices.ca

From: Debbie Molloy
Sent: Wednesday, November 27, 2024 3:16 PM
To: Fraser Fry
Cc: Debbie Walsh, Gerard Kenny
Subject: RE: Employee leases

Thank you Fraser!

From: Fraser Fry <Fraser.Fry@nlhealthservices.ca>
Sent: Wednesday, November 27, 2024 2:18 PM
To: Debbie Molloy <Debbie.Molloy@nlhealthservices.ca>
Cc: Debbie Walsh <Debbie.Walsh@nlhealthservices.ca>; Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>
Subject: RE: Employee leases

Hi Debbie,

Please see the responses in blue. Please reach out anytime if you have questions.

For the new leases coming on now through the RFSQ (I think that's right?) do we know if they are employees? If not, is it possible to send a new list to Gerard and we can review.

There is a check completed to confirm if they were previously leased units that were terminated as per the direction given during the COI review. As well, tenants are asked before onboarding if they are employed, or if they have an immediate family member who is employed by NLHS. As well, as part of the RFSQ process, there is a section for respondents to declare a perceived COI.

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Demand for housing varies by geographical area, significantly influenced by the need for nurses, physician's, IEN's, etc. at larger healthcare facilities. In regions with larger healthcare facilities, the housing supply tends to be stronger. However, this often results in elevated costs that exceed the current rental market rates or creates difficulty finding suitable housing due to the criteria outlined in the RFSQ. In smaller communities, housing supply is typically lower, especially when other economic activities are present. This can make it challenging to find available housing due to potential conflicts of interest.

Employee month to month leases:

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Thanks,



Fraser Fry, MTM, B.Tech, BMET, CHE, CET

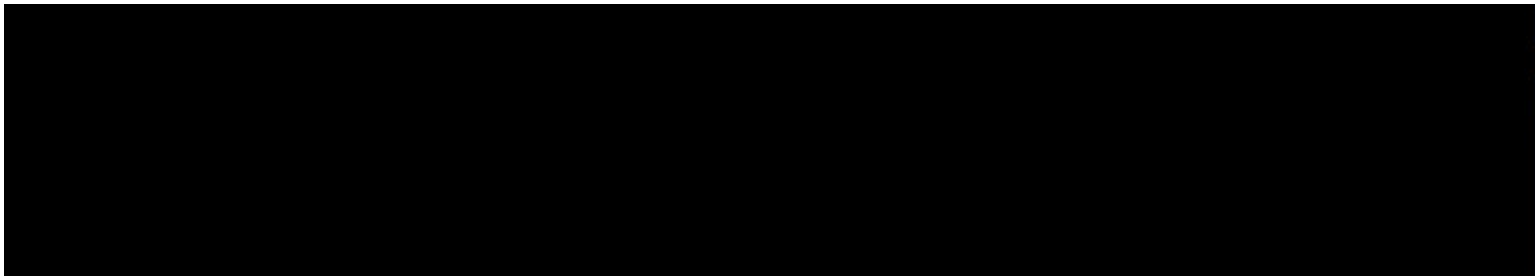
Senior Director
Facilities and Support Services
Eastern Rural Zone

t: 709-730-0848

e: fraser.fry@easternhealth.ca

w: NLHealthServices.ca

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Thanks

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Cc: Debbie Walsh <Debbie.Walsh@nlhealthservices.ca>; Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>

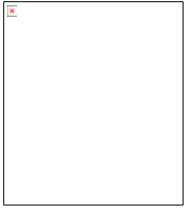
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Eastern Rural Zone

t: [709-730-0848](tel:709-730-0848)

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w: NLHealthServices.ca

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<Michael.Antle@nlhealthservices.ca>; Fraser Fry <Fraser.Fry@nlhealthservices.ca>; Steven Lockyer

<Steven.Lockyer@nlhealthservices.ca>; Wanda Slade <wanda.slade@nlhealthservices.ca>

Cc: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>; Debbie Walsh <Debbie.Walsh@nlhealthservices.ca>;

Ron Johnson <ron.johnson@nlhealthservices.ca>; Craig Davis <Craig.Davis@nlhealthservices.ca>; Joanne

Pelley <Joanne.Pelley@nlhealthservices.ca>; Freake, Tera <Tera.Freake@nlhealthservices.ca>

Subject: Employee leases

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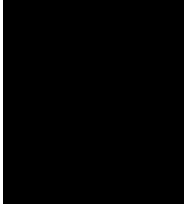
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(She/Her)

Vice President

Human Resources

t: 709-752-6560

e: Debbie.Molloy@easternhealth.ca

w: NLHealthServices.ca

From: Debbie Molloy
Sent: Wednesday, November 27, 2024 9:51 AM
To: Wiseman, James, Michael Antle, Fraser Fry, Steven Lockyer, Wanda Slade
Cc: Gerard Kenny, Debbie Walsh, Ron Johnson, Craig Davis, Joanne Pelley, Freake, Teara
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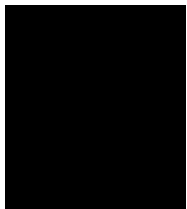
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Human Resources

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e: Debbie.Molloy@easternhealth.ca

w: NLHealthServices.ca

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Cc: Debbie Walsh, Gerard Kenny
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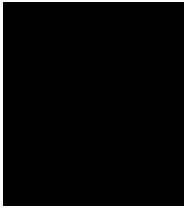
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Thanks,



Fraser Fry, MTM, B.Tech, BMET, CHE, CET

Senior Director
Facilities and Support Services
Eastern Rural Zone

t: 709-730-0848

e: fraser.fry@easternhealth.ca

w: NLHealthServices.ca

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From: Debbie Molloy <Debbie.Molloy@nlhealthservices.ca>
Sent: Wednesday, November 27, 2024 9:56 AM
To: Fraser Fry <Fraser.Fry@nlhealthservices.ca>
Cc: Debbie Walsh <Debbie.Walsh@nlhealthservices.ca>; Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>
Subject: RE: Employee leases

OK thanks! Very sorry, hopefully my questions are the same? [7\(2\)](#)



Thanks
Debbie

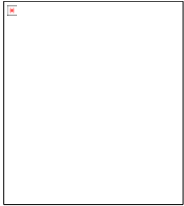
From: Fraser Fry <Fraser.Fry@nlhealthservices.ca>
Sent: Wednesday, November 27, 2024 9:54 AM
To: Debbie Molloy <Debbie.Molloy@nlhealthservices.ca>
Cc: Debbie Walsh <Debbie.Walsh@nlhealthservices.ca>; Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>
Subject: Re: Employee leases

Hi Debbie,

Will review for the zone and send along an update. 7(2)

Will send along an update asap.

Thanks, hope all is well.



Fraser Fry, MTM, B.Tech, BMET, CHE, CET

Senior Director
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Eastern Rural Zone

t: 709-730-0848

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w: NLHealthServices.ca

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From: Debbie Molloy <Debbie.Molloy@nlhealthservices.ca>

Sent: Wednesday, November 27, 2024 9:50 AM

To: Wiseman, James <James.Wiseman@nlhealthservices.ca>; Michael Antle <Michael.Antle@nlhealthservices.ca>; Fraser Fry <Fraser.Fry@nlhealthservices.ca>; Steven Lockyer <Steven.Lockyer@nlhealthservices.ca>; Wanda Slade <wanda.slade@nlhealthservices.ca>

Cc: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>; Debbie Walsh <Debbie.Walsh@nlhealthservices.ca>; Ron Johnson <ron.johnson@nlhealthservices.ca>; Craig Davis <Craig.Davis@nlhealthservices.ca>; Joanne Pelley <Joanne.Pelley@nlhealthservices.ca>; Freake, Teara <Teara.Freake@nlhealthservices.ca>

Subject: Employee leases

Hi there,

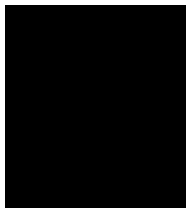
Thank you for all the work you have done to provide accurate information in the past couple of weeks. Very much appreciated!

We have been very focused on the initial list that was developed last April. For the new leases coming on now through the RFSQ (I think that's right?) do we know if they are employees? If not, is it possible to send a new list to Gerard and we can review.

Also going forward is it possible to ask if the individual is an employee before entering into a lease so that we can do the conflict check before we sign?

Finally, not sure if Gordon connected with you, but can you make a comment regarding the demand versus supply of housing within your zone. Also for any employee month to month leases, can you comment on the category of who is in those units ie. Physicians, agency nurses, IEN's etc.

Thanks
Debbie



Debbie Molloy

(She/Her)

Vice President

Human Resources

t: 709-752-6560

e: Debbie.Molloy@easternhealth.ca

w: NLHealthServices.ca

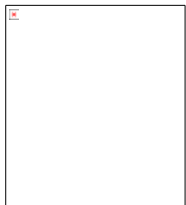
From: Fraser Fry
Sent: Wednesday, November 27, 2024 9:54 AM
To: Debbie Molloy
Cc: Debbie Walsh, Gerard Kenny
Subject: Re: Employee leases

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Fraser Fry, MTM, B.Tech, BMET, CHE, CET

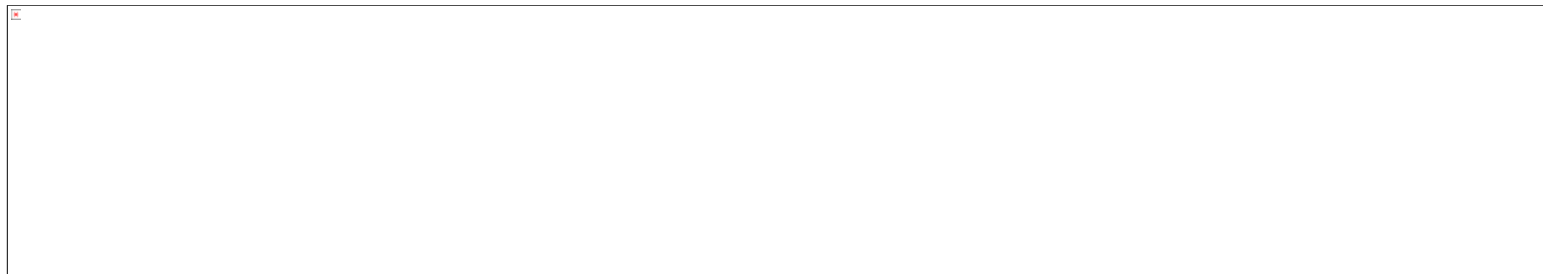
Senior Director
Facilities and Support Services
Eastern Rural Zone

t: 709-730-0848

e: fraser.fry@easternhealth.ca

w: NLHealthServices.ca

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From: Debbie Molloy <Debbie.Molloy@nlhealthservices.ca>
Sent: Wednesday, November 27, 2024 9:50 AM
To: Wiseman, James <James.Wiseman@nlhealthservices.ca>; Michael Antle <Michael.Antle@nlhealthservices.ca>; Fraser Fry <Fraser.Fry@nlhealthservices.ca>; Steven Lockyer <Steven.Lockyer@nlhealthservices.ca>; Wanda Slade <wanda.slade@nlhealthservices.ca>
Cc: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>; Debbie Walsh <Debbie.Walsh@nlhealthservices.ca>; Ron Johnson <ron.johnson@nlhealthservices.ca>; Craig Davis <Craig.Davis@nlhealthservices.ca>; Joanne Pelley <Joanne.Pelley@nlhealthservices.ca>; Freake, Teara <Teara.Freake@nlhealthservices.ca>
Subject: Employee leases

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Thank you for all the work you have done to provide accurate information in the past couple of weeks. Very much appreciated!

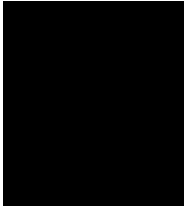
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Thanks

Debbie



Debbie Molloy

(She/Her)

Vice President

Human Resources

t: 709-752-6560

e: Debbie.Molloy@easternhealth.ca

w: NLHealthServices.ca

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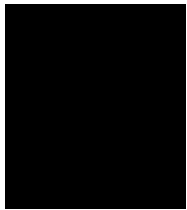
From: Fraser Fry
Sent: Thursday, November 28, 2024 3:28 PM
To: Gerard Kenny
Subject: FW: External legal opinion - COI Leasing
Attachments: Client Report November, 2024 #4136-1823-6245 v.1.pdf

Hi Gerard,

Hope all is well.

Can we discuss this when you have had time to review?

Thanks,



Fraser Fry, MTM, B.Tech, BMET, CHE, CET

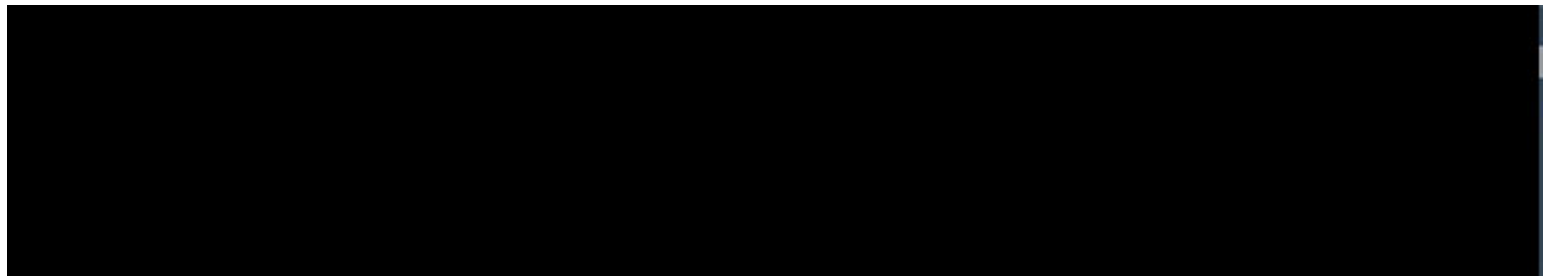
Senior Director
Facilities and Support Services
Eastern Rural Zone

t: 709-730-0848

e: fraser.fry@easternhealth.ca

w: NLHealthServices.ca

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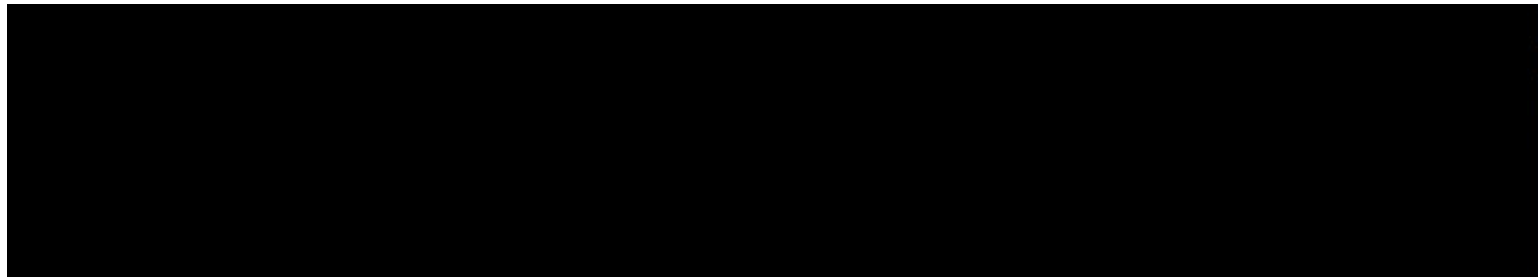
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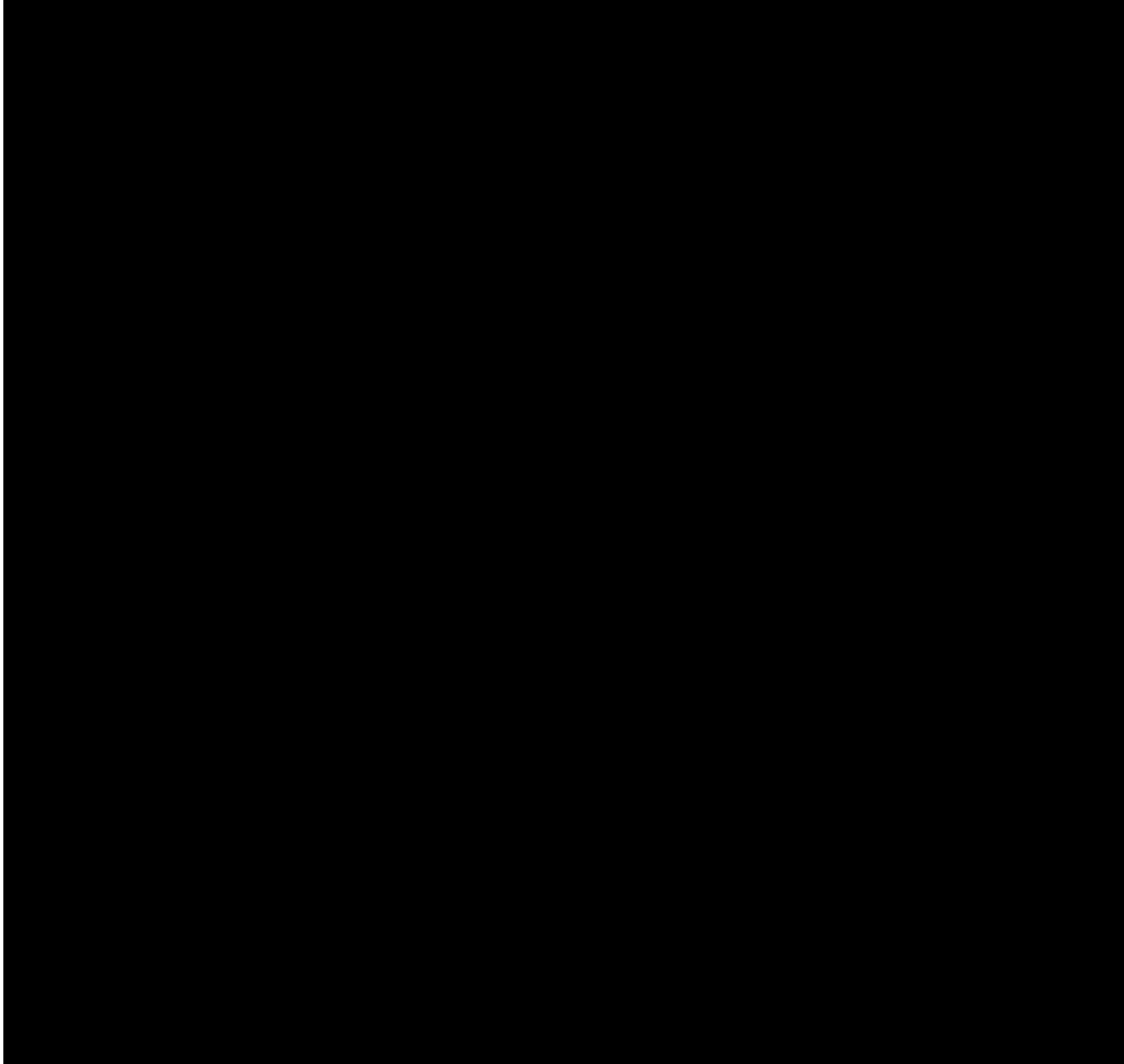
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From: Debbie Molloy
Sent: Sunday, December 1, 2024 10:02 AM
To: Gerard Kenny
Subject: Re: External legal opinion - COI Leasing

Hi Gerard,
I have not yet read in detail but let's discuss.
Thx
Debbie

Sent from my iPhone

On Nov 28, 2024, at 5:32 PM, Gerard Kenny <Gerard.Kenny@nlhealthservices.ca> wrote:

Sharing FYI. I suspect by the time I finish reading this it will be time to board the plane. Yay layover time!

Get [Outlook for iOS](#)

From: Fraser Fry <Fraser.Fry@nlhealthservices.ca>
Sent: Thursday, November 28, 2024 3:28:25 PM
To: Gerard Kenny <Gerard.Kenny@nlhealthservices.ca>
Subject: FW: External legal opinion - COI Leasing

Hi Gerard,

Hope all is well.

Can we discuss this when you have had time to review?

Thanks,

<image001.jpg> **Fraser Fry, MTM, B.Tech, BMET, CHE, CET**
Senior Director
Facilities and Support Services
Eastern Rural Zone

t: 709-730-0848
e: fraser.fry@easternhealth.ca
w: NLHealthServices.ca

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<image003.png>

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From: Debbie Molloy
Sent: Monday, December 2, 2024 9:00 AM
To: Gerard Kenny
Subject: FW: Conflict of Interest Advisory Committee - edits by E. Caines
Attachments: Conflict of Interest Advisory Committee - edits by E. Cainesdm.docx

From: Debbie Molloy
Sent: Friday, November 22, 2024 4:10 PM
To: Karen Stone <Karen.Stone@nlhealthservices.ca>
Subject: RE: Conflict of Interest Advisory Committee - edits by E. Caines

Here you go!
Thanks
Debbie

From: Karen Stone <Karen.Stone@nlhealthservices.ca>
Sent: Friday, November 22, 2024 9:01 AM
To: Debbie Molloy <Debbie.Molloy@nlhealthservices.ca>; Scott Bishop <Scott.Bishop@nlhealthservices.ca>
Subject: Conflict of Interest Advisory Committee - edits by E. Caines

Please review this morning. I have highlighted in yellow changes that I made to the draft. Scott, please pay particular attention to the section about how we assign housing.
Thanks.

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|