

Ministry of Children and Family Development

Article 29 Update

Meeting Date: January 20, 2016

Location: 4th floor – 765 Broughton, Victoria BC

Present:	<p><u>Ministry:</u> Allison Bond (AB), Assistant Deputy Minister, Service Delivery Division Tim Osborne (TO), Executive Director, Strategic Human Resources Manjit Bains (MB), Director, Operational and Performance Management Robert Watts (RW), Executive Director, Service Delivery Operations Michelle Perren (MP), Director, Strategic Workplace Initiatives</p> <p><u>Union:</u> Susan Powell (SP), Co-Chair & BCGEU Social Information and Health Component 6 Sonja Haigh (SH), BCGEU Social Information and Health Component 6 Mike Eso (ME), BCGEU Staff Representative</p>
Regrets:	Faith Johnston (FJ), Administrative Services Component – 100 Mile House Craig Tott (CT), Sheriffs and Correction Services Component
Minutes:	Esther Graham (EG), SHR Coordinator
Chair:	Allison Bond, ADM (Co-Chair);
	Susan Powell, BCGEU SIH Component 6 (Co-Chair)

ITEMS	DISCUSSION	ACTION
Check in		
Review of Minutes, Action Items & Agenda	No additions or changes to the minutes.	
Legacy Systems Update	Union has concerns about no training on MIS, staff only trained on ICM. The DART is being used with probationary and performance management, so measures in the DART are being used in evaluation. Keep the processes separate so everyone knows what they are being assessed on. Need to have clear conversations that DART and performance management have separate goals, so that if needed appropriate union representation can be communicated to employee.	TO to connect with Learning and Development about MIS training.
Practice Supervision (PART)	Completed discussion, moved to next agenda item	
Time and Leave Update	Lack of consistency about entering hours in the new system, the messaging varies in different areas. When time is entered the system applies the rules, but some situations where timecards were edited. If there needs to be a change to a timecard, there needs to be a conversation. Union would like to see a copy of the note sent out by RW.	RW to circulate to union the note about having an employee conversation if time cards need changes.

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Victoria Youth Custody Update	One staff member left to place, has been offered a position. 5 auxiliary staff hired to help overnight, and have had 82 hours of training.	AB to talk to MTIC to see status of rest of building.
Centralized Screening Update	On schedule for full implementation by mid-March. Survey didn't have consistent responses, showed preferences but no strong themes. Issues with IVR in co-locations and is a technological issue to do with phone lines that will be resolved case by case. Onboarding process includes dialogue to maintain office consistency. Issues with wait times and blocked numbers not receiving call backs since system can't read phone number. There is a weekly conference with Nancy McComb, will invite her to answer questions at the next meeting.	RW to send onboarding information to Union. RW to provide wait times. RW invite Nancy McComb to next meeting to answer questions. Union to send any questions in advance.
ICE Demonstration	Video link with more information on ICE.	EG to send out link to the video.
Rapid Response (DTES)	Dennis Padmore via phone. The Rapid Response Team is a Multi-Disciplinary Team that meets each week. Made up of representatives from the Ministry, VCHA, VPD, BC Housing, Watari Family Services and Family Services Greater Vancouver. The RRT is supported by 3 Tiers of organization that inform the team and advocate for services to youth.	
Regional Teams	Questions about holiday coverage, and travel if covering when working on a regional team. Most of the specific issues have been addressed but need proactivity when team is managing coverage. PSA may have guidelines for regional teams.	TO check with PSA regarding guidelines on virtual teams.
Family Finder Project	Pilot project to see what results can be achieved when the model is implemented exactly. There may be other offices doing similar work, but this is a pilot using all the elements of the program.	AB send job description and classification of social worker to union.
Custody – Regular PT	TO has corresponded with Craig and committed to meet. Discussion to be part of the next meeting.	To be attached to next meeting. TO ask Lenora to meet with Craig to

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		canvas the issues.
A29 TOR – confirmation of TOR	The Union will take time to review before next meeting and will send any suggestions.	The Union to review and comment. Next meeting signature lines will be inserted on TOR.
Acting – Sub Pay	People are acting in roles and not receiving sub pay, different areas are applying different rules about minimum number of days covering before you receive sub pay. There is confusion about covering for less than 3 days, and application of the agreement.	TO to pull and provide AB with options. AB to look at the agreement for clarification.
Appendix 4	Only about 8 or 9 outstanding items so making progress. There will be a cc on every Step 2 response which will assist with tracking. Process to be determined	Ministry will share at upcoming A29.
Occupational Health and Safety (OHS)	Feb. 2 JWG is OHS sub-committee meeting to get an update on the sub-committees progress. SP, SH and FJ invited to see various OHS initiatives, receive their perspective as related to service delivery and timelines to transfer back to A29.	
Education Leave	No requests for education leave, and Union hasn't received any notifications, would like to be notified of approved education leave.	AB/TO to provide tally of educational leaves for next meeting.
Administrative Service	At the next joint working group will present project charters for 3 administrative working groups: job descriptions & role clarity, staffing & backfill, and online administrative manual. Will work on projects till the end of April; the TOR will be helpful with committee turnover. Planning to do messaging to supervisors about what members are being asked to support.	
Next meetings	April 14, 2016 will be next meeting 9:00 -12:00 PM.	TO send WES scores to ME. EG - Send out upcoming meeting dates.