

ARTICLE 29 PSSG SUB-COMMITTEE – Community Corrections

September 28, 2018

Employer: Bill Small and Miles McGuire

BCGEU: Judy Fox-McGuire and Andrea Mitchell

AGENDA

1. WES Scores: Tabled for next meeting

Judy has not received office level reports requested at Article 29. Bill will follow up with the employer reps to inquire about work on this. Employer is happy with having over 70% response rate, but would like to work towards 100%; looking for ideas on how to further engage staff in the process. Union has voiced some concerns brought by members that outline some distrust of anonymity/confidentiality of their responses, and concern about being candid. The employer wants all manner of feedback and wants to work with the union for the next round to encourage participation.

2. OHS:

Security review update – an email has gone out to Simon regarding amendments to the Office Safety Program template that reflects some of the changes recommended in the security review. The proposed amendments are to be reviewed by Simon and Bill prior to being disseminated to division staff.

High Potency Narcotics – in response to the Branch's recent memo regarding High Potency Narcotics and the issue of availability of Naloxone Kits to staff, the Union presented feedback based on questions/concerns coming out of some offices.

- Incidents of clients overdosing on site (inside or in parking lot) and coming to staff asking for a naloxone kit (to be administered by the client, not staff)
- Increased risk in some offices (DTES Vancouver, Whalley) of accidental contact with HPN's by staff; could First Aid attendants on site be trained to administer Naloxone to another staff member?
- Offices in rural communities needing to rely on EHS response to a 911 call can wait long periods of time before paramedics attend.

Employer acknowledges it will need to follow up on these specific scenarios. Naloxone and training for staff First Aid attendants is provided in Courthouse Community Corrections Offices only at this time.

Incident Tracking – the Union requested improvement to the collection of incident data for community corrections, and better define what constitutes an incident to capture a fuller picture. It was noted that Ministries like MCFD and SDPR have robust systems in place and are accessed electronically by staff. This information is collated and interpreted for patterns and trends. Employer acknowledged that e-form incident tracking in community corrections is not being utilized as efficiently as it should, and that staff are not using it in a consistent manner.

The Employer advised that a replacement for the incident eform platform is in development, a project being led by David Wilmot. When complete it will offer a more robust system for reporting and tracking incidents in the division. Bill/Miles will liaise with David to discuss attendance at future Article 29 meeting.

3. Facilities Review and Improvements – The Employer advised that it is proceeding with several budget proposals to address, in order of priority, security review-identified safety remediation work of probation offices, updating infrastructure to address capacity issues in some offices, and improved maintenance of properties, generally.

4. Sit/Stand Desks – the Union has reiterated a request for sit/stand desks to be available to staff without demonstrating medical need. It is the Union's position that access and use of these desks can contribute to prevention of musculoskeletal injuries, in addition to the use of micro-breaks. It has been noted that other Ministries freely provide their staff with this option without being asked for it. The Employer supports access to adaptive work stations where appropriate but repeated the need to administer this in accordance with the principles laid out by the BC Public Service Agency in its materials supporting the provision of adjustable workstations. Regardless of practice in other Ministries, BC Corrections administers the supply of height adjustable workstations in accordance with these central government procedures, which have been shared widely.

The Union also advised the Employer that it is being told some employees, who have demonstrated medical need for a sit/stand desk, are being precluded from accessing them, to the point where the employees just give up; or a desk with a hand-crank is provided (exacerbating the musculoskeletal issue/injury). Bill has said that if specific instances come up, he would like to know and would follow up to identify areas of miscommunication and/or misunderstanding of interpretation and application of policy for acquiring these adaptive workstations.

5. Lateral Transfers – both the Union and the Employer have heard ongoing calls from some staff for a reinstatement of lateral transfers. Staff would like greater freedom of movement, beyond what is offered under Compassionate Transfer language in the CA, which is quite limited/stringent. Some staff remark that the pressure to successfully panel into an open position is time-consuming, intensive, and perceived as needlessly onerous. Some regular-status employees have told the union and the employer they should not be required to participate in competency-based interviews for positions for which they have already successfully proven competency. The Union would ask for a process that is fair for all areas of the province.

The Employer is well aware of these issues and has asked Staffing Practices committee, which is comprised of staff in positions throughout the division, to provide CMC with its recommendations in November. The Employer maintains there is a need for meritorious process for lateral transfers; however acknowledges that current practice appears to preclude some experienced and skilled staff from moving into offices where they can share knowledge and specializations.