



## Yukon Employees' Union Risk at RYTS Backgrounder

### Staffing:

- RYTS operates 7 homes for youth in Whitehorse
- RYTS employs approximately 43 full time, permanent Residential Care Workers
- Between April 1, 2015 and March 31, 2016 there were 48 Auxilliary On-Call (AOC) Employees employed by RYTS
  - In Q1 of 2015 those AOC employees worked a total of 12,061.61 hours
  - In Q2 of 2015 AOC employees worked 14,026.25 hours
  - In Q3 of 2015 AOC employees worked 11,273.00 hours
  - In Q4 (2016) AOC employees worked 11,700.00 hours
- As of May 18, 2016 there were 26 AOC employees employed by RYTS. This is a reduction of 22 AOC employees, or 46%.
- A further 2 AOC employees have since resigned from RYTS

### External Events:

- In August 2013 the Occupational Health and Safety Branch of the Yukon Workers' Compensation Health and Safety Board investigated RYTS for health and safety concerns.
  - This investigation was in part because the YWCHSB had 21 reported workplace injuries in RYTS between July 2012 and January 2014 (source: Yukon News article June 13, 2014)
- The YWCHSB contracted Palladin Security to complete a "safety and security review" of RYTS.
  - The Occupational Health and Safety report was submitted on November 28, 2013
  - The Security review was also completed (**no date on report**)
  - At the time of that review there were 55 full time equivalent staff and 90 AOC employees, for 6 homes with a total capacity of 30 youth (source: Palladin Security Report, 2013)

In their Security report, Palladin stresses the importance of the relationship between staff and youth to increase security: "the primary contributor to maintaining a safe and secure setting is the nature and quality of the relationship between the providing staff, and the client."

In their OH&S Report, Palladin writes "Prescribed staffing levels are within and often exceed staffing guidelines for similar residences and when all regular staff is present and on duty, the staffing levels are indeed usually adequate for the risk and the level of care required. However, when auxiliaries are utilized, or staff work short, then staffing levels/competencies are not adequate for the type and level of clients present. A formal process does not exist to adjust staffing levels as a result of identified risks or increased risk of violence/aggression."

- On June 13, 2014 the Yukon News published a story about the safety concerns at RYTS.

### Joint Health and Safety Meetings:

- Union requested minutes for last 6 months. Received:
  - November 26, 2015
  - February 3, 2016
  - March 3, 2016
  - March 31, 2016