

# ARTICLE 29 MINUTES

## MINISTRY OF PUBLIC SAFETY & SOLICITOR GENERAL

March 29<sup>th</sup>, 2011

### Attending:

#### MANAGEMENT MEMBERS:

Julie Spiteri Co-Chair (*Organization Development Team*)

Elenore Clark (*Deputy Provincial Director, Community Corrections*)

#### GUEST OF MANAGEMENT MEMBERS :

Lori Wannamaker (*Deputy Minister, Public Safety and Solicitor General*)

#### Regrets:

Steven Martin (*Superintendent of Motor Vehicles*)

Mike Eso (*BCGEU Staff Representative*)

#### UNION MEMBERS:

Dean Purdy Co-Chair (*Corrections and Sheriff Services Component*)

Brian Gardiner (*BCGEU Staff Representative*)

Judy Fox-McGuire (*Probation Officer, Ft. St John Community Corrections*)

Tony Tessari (*Correctional Officer, Kamloops Regional Correctional Centre*)

#### Recording Secretary:

Melanie Sinclair (*Management Services*)

### Last Meeting Minutes

- Last meeting minutes – accepted.
- **Discussion with Deputy Solicitor General**
  - The Deputy stated that she was here to listen and hear concerns and hopes that the Article 29 Committee will chart a path for the Ministry so that we work together to address those concerns.
  - The Deputy also stated she would like to see a higher profile for the committee and that we have 3,500 people in the Ministry, the focus has been mostly on Corrections and she would like to see a broader spectrum of representation across the Ministry.
  - Union members agreed to work on seeking a better balance of representation and asked if the committee could get a list of included occupations within PSSG.
  - **TO DO:** Julie Spiteri will get a list out to the committee.
- **Review of Terms of Reference**
  - Union members suggested the Terms of Reference represent the committee's mandate with no changes suggested. Employer members have some suggested changes which will be discussed between the co-chairs. These changes will be brought back to the committee.

- **ICON II**

- Elenore gave an update on the ICON II project and outlined the following key points:
  - The Integrated Corrections Operations Project (ICON II) will pilot the use of biometrics (electronic fingerprints) and self-serve electronic services (eServices) with clients in five community offices (New Westminster, Richmond, Nelson, Saanich, Fort St. John) and two correctional centers (VIRCC and NFPC) in the Fall of 2011.
  - The current phase calls for the acquisition of biometric software to authenticate the client over a secure network.

**eServices in Correctional Centers:**

- Electronic devices (eDevices) connected to a secure network will replace unsecured standalone computers used by in-custody accused to access eDisclosure materials – this will prevent offenders from reproducing and disseminating sensitive documents such as pictures of victims or information about witnesses.
- Security and accountability will be significantly enhanced as offenders use their fingerprints (biometrics) to access eDevices and confirm their identities for admission, movement and release reasons.
- Offenders will have self-serve, secure access to eServices where they can view personal information such as: discharge and court dates, CORNET history and upcoming visits.
- eServices will also enable offenders to request medical services and check their own trust account details.

**eServices in Community Offices:**

- With electronic reporting or eReporting, probation officers will have the option of another mode of supervision by enabling suitable clients to login to an eDevice and account for their progress and compliance with their conditions of supervision.
- All clients with their fingerprints enrolled will have self-serve, secure access to eServices where they can view personal corrections information such as: active or pending conditions and court dates.
- A client declining to enrol their fingerprints will not be compelled to do so; however; they won't have self-serve access to their information and cannot be considered for eReporting.
- The eReporting service may be used in place of, or in addition to, regular in-person reporting.
- The probation officer will apply structured professional judgement to determine client suitability for e-reporting.
- Community Corrections policy will guide the probation officer in the use of the eServices and eReporting.
- Probation officers, administrative staff and local managers will receive in-house and hands-on training on enrolling the biometric fingerprint. Probation officers and local managers will receive additional training on setting up the reporting questions for clients and sending a one-way message. (e.g. please report to me in person on this date...). Unsuccessful and failure to report events will be viewable on the probation officer's notification slate.
- The biometrics will expedite intake for Community Corrections staff processing returning clients.

### **Fall Pilot:**

- The Fall pilot will enable staff and clients to use the new technology and provide feedback. Modifications will be based on lessons learned before introducing the technology province-wide.
  - The project is consistent with the Government's technology strategy and plan for managing identities using biometrics. It will give clients secure self-serve access to sensitive justice information and services -- the right information to the right people, at the right time.
  - The Office of the Information and Privacy Commissioner is aware of the ICON II project and its use of biometrics to positively identify individuals.
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- Union members asked how many computers would be situated in each centre and what access inmates would have to Cornet information and expressed concern about maintaining the security of sensitive information. Details on the number of computers will be available at a later date. The use of Biometrics will only restrict access according to the user and is very secure.
  - Judy expressed concerns about self services being used in the community and the clients not being supervised in person. There are a lot of things that a Probation Officer is looking for when they are speaking with a client, such as sobriety, anxiety, etc... Elenore reported that policy is still in the development stages and that we will be engaging staff as we develop policy. Self service is not designed to replace in person meetings rather another method to enhance supervision of clients.
  - Elenore will give continue to provide updates at this committee as the pilot is implemented and progresses.
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- **Ministers Tour of NFPC**
    - Rich Coleman didn't make it to the tour. Union stated they will be requesting a centre tour for the new minister, the Honourable Shirley Bond.
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- **Professional Development Leave Article 6.3 SEH Component Agreement**
    - Judy stated that she has received reports that Professional Development Leave is underutilized and expressed concern that some staff have been turned down without any consideration, while a large amount of resources were put toward training senior staff and managers. . She brought forward a specific example and asked for clarification about what exactly was turned down. (I.e. registration, travel, or leave). Judy asked, whether there is funding to support Professional Development?
    - Judy would like 6.3 to be clarified as not a lot of people know about this and it is in the Component Agreement.
    - Elenore committed to clarify the example that was brought forward and noted that the Branch is committed and supports the professional development of its employees. While every effort is made to support professional development, requests for financial support (i.e. conference registration, travel expenses, etc) are subject to budgetary considerations and restraints compared to requests for leave that do not include expenses. Julie stated that executive will be discussing a Professional Development philosophy for the ministry. As background a BC STATS report outlined the public service employee perceptions on professional development. The results most likely indicate that professional development opportunities have been affected by the fiscal restraints the public service has been under since the economic downturn.
  - **TO DO:** Elenore committed to look into the example Judy brought forward.

- **H1N1**
  - Union brought forward that two outbreaks occurred at NFPC and VIRCC. Dean presented a concern that only access to 2 droplet when protocol is 6 droplet. This concern has since been addressed.
  - Union would like to see in future, 6 droplet protocols in all jails and community offices and requested confirmation that supplies are available and communication is clear.
  
- **EPDP Update**
  - Julie brought forward a reminder that the EPDP for 2011 is being revised. The intent is to simplify the EPDP recording tool and emphasize the importance of the performance conversations between employees and supervisors.
  - A reminder for this year end of year evaluations must still be done but the tool has been revised to remove mandatory comment fields. Committee discussed the importance of performance conversations even if the mandatory fields of EPDP are no longer mandatory to be filled out.
  - Union feels EPDP is too long and complicated for larger offices.
  - The public service wide @Work site is intended to keep all employees up to date on public service wide initiatives. Committee members reaffirmed that the @Work site is a positive tool to keep people up to date on EPDP revisions.

## **STANDING ITEMS**

- **Overcrowding and Gangs**
  - Dean brought forward update on Okanagan. Meetings with government, municipalities and stakeholders are going on for new jail in the Okanagan. He anticipates that a new site is 3-5 years away before it is ready. However, the new jail will not ease immediate pressures...
  - ACCW expansion should be ready by the end of calendar year.
  - There are differences in the union statistics versus the employer statistics on inmate to officer violence. Dean is working with appropriate people to straighten this out.
  - **TO DO:** Elenore noted that this issue has also been raised at the Component meeting.
  - Union is concerned with the C25 and S10 Bills going through and would like to see some sort of solution now regarding inmate /staff ratio, not wait for new jails. They would like to see two staff per Living Unit in all BC Provincial Correctional Centres.
  
- **Article 29 Community Corrections Sub Committee**
  - Judy handed out a copy of the draft February 2011, Article 29 sub-committee minutes to committee members.
  - The Union is waiting to hear back from the employer on the next meeting date.
  - Judy revisited the issue of exploring a temporary market adjustment for the Probation Officers. Julie advised that this is something that should go to the Article 29 Sub Committee.

- **Final Remarks/Closing**

Next meeting: May 31<sup>st</sup>, 2011 10 am – 12pm  
5<sup>th</sup> floor Boardroom, 910 Government St  
Meeting Adjourned: 12:00 pm