

CORRECTIONAL SERVICE CANADA

CHANGING LIVES. PROTECTING CANADIANS.



SERVICE CORRECTIONNEL CANADA

TRANSFORMONS DES VIES. PROTÉGEONS LES CANADIENS.

Workforce and Internal Services Working Group

Record of Decision

Wednesday, March 10, 2021

11:00am – 12:15pm

MS Teams / audioconference

Present:

Nick Fabiano, ACHRM
Tony Matson, ACCS
Simon Bonk, CIO
Ghislain Sauvé, DG TSF
Kelly Hartle, CEO CORCAN
Claude Duguay, DG LR
Sylvain Mongrain, A/DG L&D
Steven Fiore, DG Resource Management
Daniel Giroux, Senior Director, Internal Audit
Mackenzie Lambe, Senior Director, IMS
Jennifer Morse, Manager, Health Services
Patricia Phee, Director LR
Carson Gaudet, PRA Regional Director HS
Brigitte Deblois, Director
Anick Charette, Communications Advisor
Kristina Windsor, Program Manager
Tanny King, Manager OPM, IMS
Marie-France Lapierre, Director WOS
Angela Alves, OHS Advisor

ADHOC

Olivia Varsaneux, Senior Epidemiologist, HS

UCCO

Gord Robertson
Éric Thibault

USJE

JP Surette
Frank Janz

ACFO

Rob Hawkins

PIPSC

Steven Fréchette, PIPSC
Gary Desbiens, PIPSC

ADCIS

Greg Fortnum, ADCIS PAC
Pattie Krafchuk, ADCIS PRA
Lesley Kenyon, ADCIS ONT
Roger Poirier, ADCIS ATL

Absent:

Bev Arseneault, SNN Project Lead
Jennifer Wheatley, ACHS
Geneviève Thibault, ADCIS QUE

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Opening remarks- ACHRM

- **ACHRM** welcomed participants to the meeting and noted that both committee meetings have been canceled this week therefore no updates from that perspective today.

Record of Decision – ACHRM

- Asked if there were any comments or amendments to propose on the record of decision from the last meeting. **NIL Response**

Item 1- epost Connect

- **USJE** raised concerns over the impending end to epost services in December 2022 and what impact that will have for CSC.
- **CIO** thanked **USJE** for raising this as a concern. **IMS** was aware of and has been investigating the situation and the CIO confirmed that CSC's use of epost Connect will continue "as is" and that we are not impacted by the reduction in services from Canada Post.
- **Next Steps: CIO** to update the group as and when required.

Item 2- Serology Study

- **Olivia Varsaneux and Jennifer Morse** from Health Services presented an overview of CSC's serology study.
 - Motivation for undertaking this study was driven by reports of inmates and staff asking for information about antibody testing.
 - Seven outbreak sites were selected for the study.
 - Objectives are: **1)** to estimate the prevalence of COVID infection for staff and inmates at CSC institutions, including determining the extent of undetected cases. **2)** to describe how the virus specific antibodies change over time and between subgroups for the inmate population.
 - Study will require a short questionnaire and blood draw from inmates and staff.
 - Funding for the study will be covered by a combination of in-kind contributions, assistance from National Microbiology Laboratory and other costs will be assumed by CSC.
- **ACHRM-** is the study voluntary? YES

- **HS** confirmed staff and inmates will be approached at the selected sites and consent will be obtained. Study to commence mid-late April 2021.
- **ACHRM**- Is this completely anonymized? Will the participants get the info back and will it go directly to them?
 - **HS**- Inmates receive a sealed letter, staff are asked to provide an email address of their choosing to receive results and they are also available over the phone.
 - Limited to three CSC staff from the research team that will have the identities of participants.
- **ACHRM**- how is the information being distributed?
 - **HS**- a comms package is being finalized (to include info sheets, FAQ's) and will also be shared with inmate committees.
- **PIPSC** asked if a personal email address was acceptable. YES, whatever the individual chooses to provide.
- **CIO** asked if there were any IT requirements that HS needs.
 - **HS** was appreciative and responded not at this time.
 - **CIO** reiterated to reach out if they require any assistance.
- **ACHRM** asked if participants will be asked if they had COVID?
 - **HS**- yes, objective is to assess antibody's response over time therefore timelines are important to assess how long antibodies last.
- **Next steps:** Once comms package is final, **HS** to send to **Kristina** to share with working group members to solicit feedback.

Item 3- Update Deployment of Behavioural Hand Sanitizer Dispensers

- **DG TSF** provided a reminder of the activities that have taken place to date and where we stand right now and how we move forward towards implementation.
- Regions/sites have received the sample units. Regions should now be consulting with sites and regional OHS committees as this method has been going well so far.
- Concerns raised about the dispensers' durability. Although robust, not indestructible which reinforces the importance of having them placed in sight of a security post. Also the dispensers have a timer to only dispense a certain amount for each "dose".
- **Next steps:** looking to finalize consultations, put together the plan for deployment and seek final approval (via working group then advisory committee, NHSPC and steering committee).
- **UCCO**- raised PAC region concerns about installation in living units at FVI out of the sight of staff.
 - **DG TSF** clarified that as part of the initial considerations provided to regions it was proposed that at lower security levels this may be appropriate (concerns were not raised at the time of consultations).

- **ADCIS PAC-** will discuss at RJOHS today. Previous dispensers were installed in living units but not aware of behavioural sanitizers were installed in med/max out of the sight of staff.
 - Message has been very clear that these must be located med/max/multis in line of sight of security posts.
 - **ACTION: ADCIS** to get back to UCCO about where this was not followed along with exact location.
 - **ADCIS PAC** asked if **UCCO** is aware of the resistance to have alcohol based foam product at all, even if in sight of staff. Some are saying that dispensers should only be located at the principal entrances. Is there a national position that **UCCO** has taken on this?
 - **UCCO** to follow up on that issue. Nothing particular on the use of alcohol based foam, more about the units' placement. Want consultations on placement to be meaningful and UCCO's main concern is that they be placed in sight of staff.
 - **UCCO** expressed that they have never seen the dispenser. Recommend that consultations in the region and at the local level should include a physical review the behavioural sanitizer unit and also the foam product.

Round table (ALL)

- **DG L&D** spoke about the NTS extension concerns raised last week which were discussed on the side with **UCCO**. Precisions have been made in a memo to prioritize those who have not requalified in two years and longer. L&D is also committing to provide a list of these employees to the Warden level and, learning centers every two weeks.
 - The L&D RMF was approved and training checklists were all updated and will be posted on the Hub by end of today.
 - **ACHRM-** we have had to proceed with the extension because of inability to train due to a few challenging months to get through. This extension does not signify a pause in training; we need to continue training to meet compliance standards.
 - **Next steps:** Monitoring training at this working group; **DG L&D** will provide monthly updates to this group.
- **DG TSF-** if anyone has further questions/concerns to share, reach out directly. He expressed that after consultations are complete that he anticipates a satisfactory outcome.

Closing remarks

ACHRM thanked everyone for the meeting today.