



Report

CORPORATE SERVICES COMMITTEE

Tuesday, November 13, 2018

4:00 p.m.

Board Room

Chair:	Todd McNeil
Attendees:	Mariah Amor, Dawn Flegel, Angela Edlington, Terry Button, Christie Klassen, Jennifer Dam, Avery Petersen (Guest), Lesley Allen (Guest)
Regrets:	Mark Williams, Anne Marie Cosford, Steph Brown, Leah Meidinger
Minute Taker:	Nicole Hillier

Workplace Wellness

Dawn provided an overview of the current increased focus on workplace, the reasons for it and the progress made to date.

Lesley Allen and Avery Petersen, co-chairs of the Getting Better Together Working Group shared an update on the work being done and the plan going forward.

- A working group was developed April 2018 and composed of both management and front line staff from across the different departments.
- The workplace wellness survey results were reviewed and a day of engagement was held which included a series of focus groups. The themes from the focus groups were summarized and shared at a staff meeting.
- A roadmap has been developed based on the results. The working group continues to implement the steps identified in the roadmap.
- Updates are provided at every staff meeting.
- There is also a partnership with the Social Committee.
- CPIN has contributed to the increased pressures and stress in the job, with some departments impacted more than others.

The Corporate Services Committee complimented the work being done so far in a short period of time.

Review of Accountability Agreement

Dawn provided an overview and update on the Accountability Agreement that we have with the Ministry. It has not been updated so we are still operating under the previous one. It is a standardized agreement for all Children's Aid Societies although we anticipate that it will become customized for each CAS and Child Well Being agency at some point.

Q2 Financial Report

The Statement of Expenses for Sept 30th and the Ministry Expense Summary were reviewed by the committee. Explanations for variances are noted on the report.

A Motion made by Mariah Amor and seconded by Todd McNeil will go to the full board for approval.



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Q2 Statutory Remittances

The Q2 Statutory Remittance report was reviewed by the Committee. A motion by Mariah Amor, seconded by Todd McNeil for the Q2 Statutory remittances will go to the full board for approval.

Review of Current Banking Arrangements

We currently participate in a consortium of various local agencies with Royal Bank of Canada. With this agreement we have advantages like no service fees on our accounts and better interest rates. We've been part of this agreement since 2015 and it is a 5 year plan.

Interim Process for Protection Worker Authorization

This item was brought to the Committee for information and awareness related to a risk issue and authorization of child protection workers. It is an example of where we are not in line with the rest of the province on an interim basis of approximately one year.

Background – “Authorization” means that the worker can do all the functions required of a child protection worker. It is the Local Director in every agency who has the authority to authorize staff as child protection workers. In most agencies, including ours, the Local Director is the Executive Director. The legislation currently has the only requirement for authorization as the person being an employee of the Society. There is a provincial commitment for all Children’s Aid Societies to follow the new worker authorization process which includes standardized curriculum and then passing a final exam.

Issue – We are not currently requiring new staff to pass the final exam in order to become authorized as child protection workers. We have raised concerns with the curriculum and the exam with the Ontario Association of Children’s Aid Societies and other agencies. The concerns relate to the Indigenous content and considerations and the lack of a fully integrated equity approach to the work. In addition, the content in the curriculum & the exam continues to use the old legislation. We do not want to have our new staff taught old legislation in order to pass an exam.

Plan to Resolve – OACAS is revising the curriculum to embed equity into the content and the new legislation. The Association of Native Child and Family Service Agencies of Ontario (ANCFSAO) is working on Indigenous content and curriculum. The new training is anticipated to be ready in the fall 2019. In the interim, we have made revisions, added different content and removed references to the old legislation. Instead of the exam, we have a process to ensure that when the Executive Director is authorizing staff as child protection workers, there is a variety of feedback and a recommendation put forward by the manager. It is well documented and justifiable. The feedback from staff is very positive. We’ve notified OACAS and agency colleagues of what we are doing & they’ve indicated their understanding.

In Camera Session

There was one item discussed in camera. The full Board will be brief at the November Board meeting.

Next Meeting December 11, 2018 –at 4:30 p.m. **December Board Training 5 – 7:30 pm**