



March 29, 2021

CAITLIN CLEVELAND
MLA, KAM LAKE**Follow-up to Oral Question 497(2): Corrections Workplace Assessment**

This letter is in follow-up to my correspondence of February 17, 2021 in which I committed to provide a written update to the Legislative Assembly before the end of the current session concerning the status of the workplace assessment that recently took place within the Corrections Service. I am pleased to now provide that update.

A workplace assessment of the Corrections Service was undertaken in 2020 to increase understanding of concerns raised by staff in regards to their workplaces. During the assessment process, Corrections Service staff were given the opportunity to share their perspectives on the work environment and workplace interactions, to clarify any concerns and provide suggestions for improvement. The final report identified areas that are successful and areas where improvements are required. This included: staffing, policies, directives, safety, communication, leadership, and support.

In response to the results of the workplace assessment, the Department of Justice has undertaken the following initiatives to facilitate positive change within the Corrections Service work environment:

- In December 2020, engagement meetings with frontline staff and management were conducted to discuss the themes and staff perspectives outlined in the report, as well as next steps. Further engagement will take place to allow for collaboration in developing solutions to address staff concerns. Wardens and Managers continue to have engagement meetings with staff to discuss concerns and introduce new initiatives in relation to the operation. The most recent meetings occurred the week of March 18th, 2021.
- A working group has been established with officials from the Department of Justice, Department of Finance, and the Union of Northern Workers to develop an Accountability Framework and to further address the items outlined in the report. The most recent meeting of the working group occurred the week of March 8th, 2021.

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- A database has been created to assist with the development of annual training plans and ongoing training recertification's for in-service staff. In December 2020, the database was populated with training that staff had received previously.
- In February and March of 2021, Corrections staff received Trauma Informed Care training to assist them in their work with inmates and offenders.
- The Corrections Northern Recruitment Training Program (CNRTP) has recently been revamped to reflect changes in legislation and current practices within Corrections. We anticipate roll out and delivery of the new curriculum in fall/winter 2021.
- Operational changes have occurred in the correctional facilities with input from staff, keeping in mind the safety and security of staff and inmates. This has included the review and revision of facility operational schedules.
- Uniforms have been issued to staff within the correctional facilities, with full implementation across all correctional facilities expected the first week of April 2021.
- The establishment of policy committees is currently underway. These committees will be tasked with reviewing draft policy and providing feedback from the frontline prior to implementation.

As I committed to do, I will provide you with a further update prior to the May 2021 session. If you require further information, please contact my office.

A handwritten signature in black ink, appearing to read 'R.J. Simpson', with a long horizontal stroke extending to the right.

R.J. Simpson
Minister, Justice

- c. Members of the Legislative Assembly
Clerk of the Legislative Assembly
Deputy Minister, Justice
Legislative Coordinator, Executive and Indigenous Affairs