

Standing Committee on
Government Operations



Report on the Review of the 2022 Audit of Addictions Prevention and Recovery Services, No. 2

19th Northwest Territories Legislative Assembly

Chair: Mr. Rylund Johnson

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**STANDING COMMITTEE ON
GOVERNMENT OPERATIONS**

**REPORT ON THE REVIEW OF THE 2022 AUDIT OF ADDICTIONS
PREVENTION AND RECOVERY SERVICES, NO. 2**

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September 28, 2023

SPEAKER OF THE LEGISLATIVE ASSEMBLY

Mr. Speaker:

Your Standing Committee on Government Operations is pleased to provide its *Report on the Review of the 2022 Audit of Addictions Prevention and Recovery Services, No. 2* and commends it to the House.



Mr. Rylund Johnson,
Chair,
Standing Committee on Government Operations

STANDING COMMITTEE ON GOVERNMENT OPERATIONS
REPORT ON THE REVIEW OF THE 2022 AUDIT OF ADDICTIONS
PREVENTION AND RECOVERY SERVICES, NO. 2

EXECUTIVE SUMMARY

In February 2023, the Department of Health and Social Services (HSS) released a work plan to address deficiencies identified in an audit of addictions prevention and recovery services in the Northwest Territories.

As the 19th Assembly draws to a close, the Standing Committee on Government Operations (Committee) sought to ensure accountability at HSS for implementing the work plan. Committee requested and received a status update on each of the 29 deliverables. Of the 12 deliverables that the department was aiming to fulfill by March 2023, 8 were “completed” and 4 are “delayed”. The remaining 17 deliverables scheduled for December 2023 or March 2024 are “on-track”.

The results show that some important work has been completed, but more work remains to respond to all the auditor’s recommendations. Committee encourages the department to continue prioritizing work on the work plan. Committee also encourages Members in the 20th Assembly to build on this review and develop a consistent approach to ensuring accountability for audit follow-up work.

BACKGROUND

On May 31, 2022, the Speaker tabled an audit report entitled *Addictions Prevention and Recovery Services in the Northwest Territories*.¹ This performance audit was conducted by the Auditor General of Canada, who is also the Auditor for the Government of the Northwest Territories (GNWT).²

The Auditor General sought to find out whether the Department of Health and Social Services and the three health and social services³ authorities provided addictions prevention and recovery services to meet the needs of Northwest Territories residents. As a result, the Auditor General made seven recommendations.⁴ The department and the health and social services authorities agreed with all recommendations.

In response to the Auditor General’s report, the department released *Addictions Prevention and Recovery Services: Work Plan 2022-2024* (Work Plan).⁵ The Work Plan addressed seven priority areas with 29 deliverables. The department has committed to regularly report on progress implementing the deliverables with a web-based tracker.⁶

The department anticipated releasing the progress tracker in summer 2023.⁷

In November 2022, the Standing Committee on Government Operations (Committee) issued thirteen recommendations to increase the impact of the Auditor General's recommendations, by requesting additional actions and reporting.⁸ The government tabled its response to the recommendations in February 2023.⁹

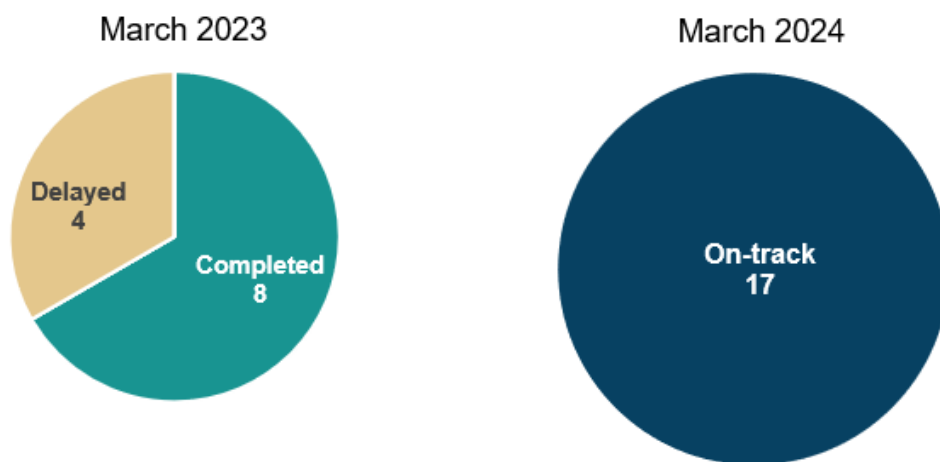
AUDIT FOLLOW-UP

Committee is responsible for holding the department accountable for addressing the administrative deficiencies identified in the audit. In June 2023, as the 19th Assembly was concluding its work, Committee sought to follow up on the addictions audit.

Committee requested an update on the department's progress implementing its 29 deliverables and Committee's thirteen recommendations. Committee provided the department a response template to ensure a concise and comprehensive status update.

The department's response is disclosed in the appendix to this report. The department had aimed to fulfill 12 deliverables by March 2023. By the summer, 8 of the 12 deliverables had been successfully completed. The remaining 4 deliverables were "delayed" with revised timelines to August 2023.

Figure 1: Progress on work plan deliverables, by target completion date



Source: Office of the Clerk analysis of HSS data.

Delayed deliverables include:

1. Diverse subpopulations – establishing self-reported demographic data collection questions;
2. Aftercare – developing standard operating procedures and tools;
3. Coordinating services – identify key positions and stakeholders; and
4. Referrals – developing and implementing standard operating procedures.

The department reports that it is “on-track” on the 17 deliverables with target completion dates of December 2023 or March 2024.

Committee encourages the department to continue prioritizing work on the work plan. We also encourage Members in the 20th Legislative Assembly to ensure the department is accountable for implementing each deliverable in a timely manner. Committee supports the department’s work towards addictions prevention and recovery services that meet the needs of all residents.

CONCLUSION

This concludes the Standing Committee on Government Operations’ Report on the Review of the 2022 Audit of Addictions Prevention and Recovery Services, No. 2.

ENDNOTES

¹ Available at:

https://www.ntassembly.ca/sites/assembly/files/nwt_addiction_prevention_and_recovery_services_en.pdf

² The federal *Northwest Territories Act* sets out that the Auditor General of Canada is also the Auditor for the Government of the Northwest Territories. The Auditor General of Canada is also a statutory officer of the Legislative Assembly. This means their responsibilities are set out in legislation and that they operate independently from the Government of the Northwest Territories.

³ The three health and social services authorities are:

- The Hay River Health and Social Services Authority;
- The Northwest Territories Health and Social Services Authority; and
- The Tłı̄chǫ Community Services Agency.

⁴ Available at: https://www.oag-bvg.gc.ca/internet/English/nwt_202205_e_44082.html#hd2e.

⁵ Available at:

https://www.ece.gov.nt.ca/sites/ece/files/resources/action_plan_to_improve_student_outcomes_eng.pdf.

⁶ In November 2022, Committee recommended that the Department of Health and Social Services report progress on each activity in its Work Plan using a web-based tracker. Committee specified that the tracker should imitate the Department of Education, Culture and Employment's *Action Plan to Improve Student Outcomes Progress Tracker*. Committee also wanted the tracker to be updated quarterly. The department accepted the recommendation and committed to creating a tracker. Available at:

https://www.ntassembly.ca/sites/assembly/files/td_843-192.pdf#page=8.

⁷ This commitment appears in a department letter to Committee. Available in the appendix of this report.

⁸ Available at: https://www.ntassembly.ca/sites/assembly/files/scogo_cr_-_oagaddictions_report_v3.pdf.

⁹ Available at: https://www.ntassembly.ca/sites/assembly/files/td_843-192.pdf.

ADDICTIONS PREVENTION AND RECOVERY SERVICES WORK PLAN (2022-2024): Activity & Deliverables Status Update

Priority Area	Activity & Deliverables	Original Timeline	Current Status	Status Details (if applicable)	Revised Timeline (if applicable)
<p>Equitable Access</p>	<p>Activity #1: Utilize the Health Equity Assessment tool, currently in development, to guide the adoption of a definition of equitable access for addictions services that is based on engagement with Indigenous Governments and communities, including the: Indigenous Advisory Body, the NWT Association of Communities, community wellness staff via Community Wellness Plan renewal process, and living expertise via Mental Wellness and Addictions Recovery Advisory Group.</p> <p><i>Deliverable #1: Develop definition of equitable access for addictions services based on results of engagement with Indigenous Governments and communities.</i></p>	<p>2022-2023 (Q4)</p>	<p>Complete</p>	<p>Definition of Equitable Access for addictions services finalized.</p>	<p>N/A</p>
	<p>Activity #2: Gather data about existing and requested addictions services to develop a comprehensive map of addictions services, both existing and requested, to inform long term planning and priority setting in accordance with an established definition of equitable access.</p> <p><i>Deliverable #2: Finalize system map of existing and requested addictions services with accompanying equity and gap analyses.</i></p>	<p>2022-2023 (Q4)</p>	<p>Complete</p>	<p>System map of existing and requested addictions services with equity and gap analyses completed and finalized.</p>	<p>N/A</p>

	<p>Activity #3: Establish Territorial Addictions Working Group to oversee the development of a workplan that operationalizes targeted and proportional strategies to identify and address barriers to health equity for addictions services.</p> <p><i>Deliverable #3: The establishment of a Territorial Addictions Working Group consisting of representation from internal partners responsible for the operationalization of services, and ad hoc representation from regional, front line, and external partners.</i></p>	<p>2022-2023 (Q4)</p>	<p>Complete</p>	<p>Terms of Reference finalized with Working Group members at preliminary meeting on Dec. 7th, 2022. Working group has been meeting monthly since March 2023. Key areas of work have included development of Standard Operating Procedure (SOP) & clinical tools for treatment referrals and aftercare planning, communications and system education planning, and identifying opportunities for improvements (e.g., Alcohol withdrawal assessment and care planning, treatment referrals for concurrent disorders, and scoping/developing additional clinical tools to support</p>	<p>N/A</p>
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				evidence-based assessment and treatment approaches).	
Diverse Subpopulations	<p>Activity #4: Research best practices for categorizing demographic information and determine an approach for the NWT addictions recovery system.</p> <p><i>Deliverable #4: Based on review of best practices and engagement with subject matter experts, establish self-reported demographic data collection questions and approach for NWT addictions recovery system.</i></p>	2022-2023 (Q4)	Delayed	<p>Draft summary finalized.</p> <p>Engagement with Indigenous Advisory Board to determine best approach for Indigenous identity question and engagement with a community agency to determine best approach for LGBTQ2S+ questions are both in progress.</p>	August 31. 2023
	<p>Activity #5: Combine Community Counselling Program Service-User Satisfaction Questionnaire and the Addictions Recovery Experience Survey into a single Mental Wellness and Addictions Recovery Experiences Questionnaire that includes additional demographic categories. This questionnaire will include feedback from both users and non-users of GNWT addictions services and will incorporate additional questions regarding cultural safety.</p> <p><i>Deliverable #5: Develop online and paper versions of the survey</i></p>	2023-2024 (Q4)	On Track	On Track	N/A

	<p>Activity #6: Administer questionnaire across NWT using a mixed methods (online and paper-based) and repeat every 2-3 years. Additional strategies will be employed to encourage participation from both users and non-users. Use the results to inform understanding of the addictions services needs of diverse subpopulations.</p> <p><i>Deliverable #6: Administration of questionnaire.</i></p>	2023-2024 (Q4)	On Track	On Track	N/A
Aftercare Planning	<p>Activity #7: Complete a review of best practice and National Standards in addictions recovery and aftercare.</p> <p><i>Deliverable #7: Complete report that summarizes evidence from subject matter experts, jurisdictional scan and literature review for best practices, on National Standards in addictions recovery and aftercare.</i></p>	2022-2023 (Q4)	Complete	Report completed of best practice and National Standards in Addictions Recovery and Aftercare.	N/A
	<p>Activity #8: Develop a consistent approach to aftercare planning and documentation that ensures alignment with person centred practice and cultural safety and that includes requirements for planning to take place prior to treatment and for active outreach and offering of supports post treatment.</p> <p><i>Deliverable #8: Complete report that identifies priority areas to support a consistent approach to aftercare planning</i></p>	2022-2023 (Q4)	Complete	Report completed and used to inform drafting of the Facility Based Addictions Treatment (FBAT) Referrals and Aftercare Planning SOP. This SOP integrates aftercare planning early in the referral process and includes a	N/A

	<p><i>and documentation that is person centred and cultural safe.</i></p> <p><i>Deliverable #9: Identify indicators and monitoring approach to addictions aftercare planning.</i></p>			<p>standardized aftercare planning tool as a required component of treatment referrals.</p> <p>A monitoring plan has been developed to ensure consistent and appropriate completion of aftercare plans. All FBAT applications require the completion of an aftercare plan in order to be approved. Compliance with the SOP will be monitored through existing annual File Review processes.</p>	
	<p>Activity #9: Develop Standard Operating Procedures (SOPs) and tools to support providers in the implementation of the aftercare planning approach.</p> <p><i>Deliverable #10: Develop policies, SOP's, protocols, and/or tools that are in alignment with results of best practices review, situational assessment, and gap analysis.</i></p>	<p>2022-2023 (Q4)</p>	<p>Delayed</p>	<p>The Facility Based Addictions Treatment Referrals and Aftercare Planning SOP includes a mandatory aftercare planning tool to ensure a consistent and evidence-based approach.</p>	<p>August 2023</p>

				<p>The SOP and related clinical tools are currently being piloted by frontline staff.</p> <p>The SOP and clinical tools are expected to be finalized and fully implemented by end of August 2023.</p>	
	<p>Activity #10: Implement system education and training development plan, including primary care practitioners, NGOs, and other care providers referring to addictions treatment.</p> <p><i>Deliverable #11: System education, training, and onboarding for aftercare will be integrated with Coordination of Addictions Services.</i></p>	2023-2024 (Q3)	On Track	On Track	N/A
Coordination of Addictions Services	<p>Activity #11: Provide a consistent approach for transitioning service-users to and from out-of-territory treatment facilities to community-based care providers.</p> <p><i>Deliverable #12: Identification of key positions and stakeholders responsible for providing addictions and recovery services, including both government and non-government.</i></p>	2022-2023 (Q4)	Delayed	<p>Work completed to identify key positions and stakeholders has been integrated into the systems map under priority #1. A list of key internal staff is kept consistently updated in the Community</p>	August 2023

	<p><i>Deliverable #13: Develop and implement Standard Operating Procedures to standardize the process for providers referring to Addictions Services (including how/when to refer clients, resources for common barriers).</i></p>			<p>Counselling Program (CCP) team directory.</p> <p>The Facility Based Addictions Treatment Referrals and Aftercare Planning SOP outlines the process for treatment referrals and includes a mandatory clinical tool to support a consistent approach to Treatment Readiness & Needs Assessment. This tool assists with identifying and addressing common barriers, helps improve continuity of care should providers change during the referral process, supports aftercare planning, and reduces administrative time for staff by making documentation more concise.</p>	
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				The SOP and clinical tools are expected to be finalized and fully implemented by end of August 2023.	
	<p>Activity 12: Implement onboarding process and competency-based orientation plans for all practitioners that outline the pathways for accessing addictions and recovery services.</p> <p><i>Deliverable #14: Updated onboarding and orientation materials for practitioners.</i></p> <p><i>Deliverable #15: Development and implementation of system education and training plan for care providers referring to addictions treatment.</i></p>	2023-2024 (Q3)	On Track	On Track	N/A
	<p>Activity 13: Implement system-wide communication outlining the process to self-refer to addictions services for both providers and service users.</p> <p><i>Deliverable #16: Resources outlining the processes for provider- and self-referral to addictions services will be disseminated to providers, and the public.</i></p>	2023-2024 (Q4)	On Track	On Track	N/A
Cultural Safety	Activity #14: Work with the Community, Culture and Innovation Division and Cultural Safety and Anti-Racism Division, as well as interested members of the Indigenous Advisory Body, to review	2023-2024 (Q4)	On Track	On Track	N/A

	<p>existing standards and policies associated with key addictions services like the Community Counselling Program and the Facility Based Addictions Treatment Program to identify barriers to cultural safety.</p> <p><i>Deliverable #17: Engagement with internal and external stakeholders to identify barriers to cultural safety.</i></p>				
	<p>Activity #15: Build HSS staff capacity to integrate cultural safety and anti-racism principles into program planning and policy development</p> <p><i>Deliverable #18: Develop a Cultural Safety and Anti-Racism Guide that will function as a lens for HSS staff as they develop internal and external HSS documents, including programs and policies.</i></p>	2023-2024 (Q4)	On Track	On Track	N/A
	<p>Activity #16: Implement changes to reduce barriers and share results with all Health and Social Services Authorities to direct complementary changes to operational policies and procedures, including a recognition of the value of Indigenous knowledge.</p> <p><i>Deliverable #19: Revise CCP and FBAT policies and SOPS based on internal/external stakeholder feedback and Cultural Safety and Anti-Racism Guide.</i></p>	2023-2024 (Q4)	On Track	On Track	N/A
	<p>Activity #17: Engage in discussions with community leadership and Indigenous</p>	2023-2024 (Q4)	On Track	On Track	N/A

	<p>organizations on how to appropriately incorporate Indigenous qualifications into job descriptions.</p> <p><i>Deliverable #20: Engagement with key stakeholders on the inclusion and application of Indigenous qualifications.</i></p>				
	<p>Activity #18: Ensure that job descriptions, core competencies, screening and interview processes reflect and incorporate Indigenous knowledge and qualifications.</p> <p><i>Deliverables #21: Identification of key knowledge, skills and abilities that reflect Indigenous learning, practices, and qualifications.</i></p> <p><i>Deliverable #22: Job descriptions and hiring practices are updated to incorporate Indigenous qualifications.</i></p>	2023-2024 (Q4)	On Track	On Track	N/A
	<p>Activity #19: Improve orientation process and identify mandatory training requirements of positions delivering addictions services.</p> <p><i>Deliverable #23: Integrate mandatory training requirements into system education, training, and onboarding improvements.</i></p>	2023-2024 (Q4)	On Track	On Track	N/A
Disaggregated Data	<p>Activity #20: Examine the ability to expand the collection of demographic data, specific to the LGBTQ+ community, refugees, and non-Indigenous racialized people across addiction recovery programs and services.</p>	2023-2024 (Q3)	On Track	On Track	N/A

	<i>Deliverable #24: Completed summary of best practice review, status of existing demographic data collection, and assessment of the feasibility of expanding the collection of demographic data across addiction recovery programs and services.</i>				
	<p>Activity #21: Determine an approach for expanded demographic data collection and analysis of monitoring data, which includes administrative data and self-reported experiences of the mental wellness and addictions recovery continuum of programs and services.</p> <p><i>Deliverable #25: Established monitoring approach.</i></p>	2023-2024 (Q4)	On Track	On Track	N/A
	<p>Activity #22: Use the results of data analysis to inform adjustments in approach as required for responsive service delivery.</p> <p><i>Deliverable #26: Implement monitoring approach with regular review of data to inform service delivery adjustments.</i></p>	2023-2024 (Q4)	On Track	On Track	N/A
Outcomes for Addictions Services	Activity #23: Working with Corporate Planning, Reporting and Evaluation Division, Community Culture and Innovation Division, and Indigenous Governments and communities, establish an overarching logic model and monitoring approach for all core mental wellness and addictions recovery programs that includes short-, medium- and long-term outcomes, including community defined outcomes,	2022-2023 (Q4)	Complete	Overarching Mental Wellness and Addictions Recovery Logic Model, outcomes and monitoring framework completed and finalized.	N/A

	<p>and indicators for individual program areas and community delivered programs and services.</p> <p><i>Deliverable #27: Overarching Mental Wellness and Addictions Recovery Logic Model reflective of community defined outcomes</i></p> <p><i>Deliverable #28: Overarching Monitoring Framework</i></p>				
	<p>Activity #24: Implement framework and monitor indicators while maintaining the privacy of service users and use the results to inform shifts in program approach if necessary.</p> <p><i>Deliverable #29: Implement monitoring frameworks and monitoring of indicators</i></p>	<p>2023-2024 (Q4)</p>	<p>On Track</p>	<p>On Track</p>	<p>N/A</p>

Committee Recommendation	Current Status (If Applicable)	Status Update	Timeline (if applicable)
<p>Recommendation #1: That the Department of Health and Social Services review and relax administrative requirements to access the On the Land Healing Fund with a view to ensuring full uptake of budgeted funds in 2022-23, and report on whether the funds were dispersed.</p>	<p>Complete</p>	<p>On March 30, 2023, the Community Wellness and Addiction Recovery (CWAR) Fund was announced; this fund combines the On the Land (OTL) Healing Fund, Addictions Recovery Peer Support Fund, and Addictions Recovery and Aftercare Fund to prioritize Indigenous governments and reduce the burden of compiling and completing multiple applications and reports.</p> <p>The CWAR Fund supports the delivery of community-based mental wellness and addictions recovery programs that meet the unique needs of the respective communities. This fund supports the delivery of culturally safe programs focusing on the prevention of suicide by increasing community wellness and reducing stigma.</p> <p>The Department has developed monitoring plans for the Fund and will continue to track the number of applicants who have accessed funding.</p>	<p>N/A</p>
<p>Recommendation #2: That the Government of the Northwest Territories increase funding for grants and contribution programs that target men's wellness.</p>	<p>N/A</p>	<p>The GNWT agreed in principle to this recommendation. As shared in Government of the Northwest Territories Response to Committee Report 37-19(2): Report on the Review of the 2022 Audit of Addictions Prevention and Recovery Services, the Department of HSS currently administers several funds focused on community wellness and mental wellness and addictions recovery. These funds support Indigenous Governments and community organizations to deliver programming specifically</p>	<p>N/A</p>

		<p>targeted to the needs of their communities, as identified by them.</p> <p>Department of HSS staff work with communities to determine eligible activities and help develop proposals; however, decisions about community-based programming and target populations are made at the discretion of the Indigenous Government or community organization.</p> <p>Current funding available that could support programming specifically targeting men’s wellness includes:</p> <ul style="list-style-type: none"> • Healthy Choices Fund • Community Suicide Prevention Fund • Community Wellness and Addiction Recovery Fund 	
<p>Recommendation #3: That the Department of Health and Social Services, in consultation with Indigenous Governments and by Spring 2023, sponsor a Men’s Wellness Conference. The conference should focus on hearing, learning, and sharing about the root causes of issues facing some men, such as racism, trauma, isolation, violence, and addictions.</p>	<p>N/A</p>	<p>As shared in Government of the Northwest Territories Response to Committee Report 37-19(2): Report on the Review of the 2022 Audit of Addictions Prevention and Recovery Services, the Department of HSS’s Community, Culture and Innovation Division hosted a Territorial Wellness Gathering of community wellness workers from December 13-15, 2022, to bring together the community wellness initiative network, share health status and wellness priority updates, and support community capacity for effective wellness planning. During the Territorial Wellness Gathering, the Arctic Youth Collective hosted a panel session on Strategic Partnerships for Youth and Indigenous Men’s Wellness which addressed mental health and wellbeing of Indigenous youth and Indigenous men. Presenters shared the importance of community connection and culturally</p>	<p>N/A</p>

		<p>relevant programming. The Department of HSS will provide funding to organizations to support gatherings for Indigenous youth and men to be delivered in 2023.</p> <p>The Department of HSS is currently planning the Weaving Our Wisdom gathering in 2024 and Indigenous Governments have been invited to assign interested staff to the organizing committee. The goal is to have this Committee established in early 2023. Key findings from the Indigenous youth and Indigenous men’s gatherings funded in 2023 will be shared during the Weaving Our Wisdom gathering.</p>	
<p>Recommendation #4: That the Department of Health and Social Services, in collaboration with the Department of Municipal and Community Affairs, add an eighth priority area to the Addictions Prevention and Recovery Workplan focusing on people aged 29 and under. This priority area should include clear commitments and performance measures to:</p> <ul style="list-style-type: none"> • Increase access to and uptake in counselling and healing supports; and • Increase youth participation in sports and recreation, including measures to improve access to facilities and programming. 	<p>N/A</p>	<p>MACA continues to work closely with community governments and other stakeholders to support the planning and delivery of broad, community-based recreation services. MACA works directly with local recreation departments, community leaders, schools, and local and regional recreation organizations to share funding program opportunities, and to advocate for the delivery of a range of recreation programs for the benefit of community residents.</p> <p>In Fall 2022, MACA reengaged and began public engagement for the Sport Physical Activity and Recreation (SPAR) Framework for the NWT. Once approved, this policy framework will guide the strategic investment of public funds including Western Canada Lottery revenue, and contribution programs offered by the department.</p> <p>The engagement that MACA has undertaken on the SPAR Framework has included a range of community representatives, including sport and recreation</p>	<p>Ongoing</p>

		<p>organizations, Indigenous governments and non-government organizations, groups representing inclusion and diversity, as well as the public including athletes, coaches and community members. This engagement was undertaken so that the framework would reflect the priorities of residents and communities related to sport, recreation, and physical activity.</p> <p>While not yet complete, the SPAR Framework will also include a performance management and evaluation component that will begin to track progress on the activities and outcomes that result from this work. MACA is working with key stakeholders to complete this component as the SPAR Framework advances.</p> <p>MACA has also worked closely with Education, Culture and Employment to develop a Guide to Joint Use Agreements. This Guide will allow community groups and schools to negotiate agreements whereby community groups could use school facilities and/or for public facilities to be used by schools. While this resource alone will not increase more access, it is a tool to support facility owners to work toward this objective. The preliminary feedback is that education authorities are supportive of this resource and objective. MACA will continue to advocate for joint use agreements and will support communities school authorities and community organizations who wish to develop and implement such an agreement.</p>	
<p>Recommendation #5: That the Department of Health and Social Services implement an approach to measure whether users and non-users of GNWT</p>	<p>On Track</p>	<p>Workplan has been updated to reflect this recommendation. Work is underway to combine the Community Counselling Program Service-User</p>	<p>2023-2024 (Q4)</p>

<p>addictions services find those services to be culturally safe and provide a timeline for implementation.</p>		<p>Satisfaction Questionnaire and the Addictions Recovery Experiences Survey into a single Mental Wellness and Addictions Recovery Experiences Questionnaire that includes additional demographic categories. This new questionnaire will include feedback from both users and non-users of GNWT addictions services and will incorporate additional questions regarding cultural safety.</p> <p>It is anticipated that this work will be completed quarter four of 2023-2024.</p>	
<p>Recommendation #6: That the Government of the Northwest Territories conduct a whole-of-government review of cultural safety in all standards and policies associated with GNWT programs and services and provide a timeline for implementation. This review should identify barriers to cultural safety to inform efforts to remove or reduce identified barriers.</p>	<p>On Track</p>	<p>As outlined in the Work Plan, the Department of HSS will be conducting a review of addictions standards and procedures including the Community Counselling Program and the Facility Based Addictions Treatment Program to identify barriers and improve cultural safety. This work will include engagement with the Department of HSS’s Cultural Safety and Anti-Racism Division and the Indigenous Advisory Body.</p> <p>The Cultural Safety and Anti-Racism Division is also developing a Cultural Safety and Anti-Racism Guide that will function as a lens for HSS staff as they develop internal and external Department of HSS documents, including programs and policies. The guide also intends to build capacity among Department of HSS staff to critically reflect about the ways in which Indigenous peoples and knowledge are reflected in documents.</p> <p>The Work Plan also reflects that work will be done to implement changes to reduce barriers and share results with all Health and Social Services Authorities to direct complementary changes to operational</p>	<p>2023-2024 (Q4)</p> <p>August 2023</p>

		<p>policies and procedures, including a recognition of the value of Indigenous knowledge.</p>	
<p>Recommendation #7: That the Department of Health and Social Services and Health and Social Services Authorities, in collaboration with the Department of Finance, prioritize their commitment to revise hiring practices for addictions positions to recognize the value of Indigenous qualifications. Committee further recommends the timeline for this work to be moved up by six months, to 2023-24 Q2.</p>	N/A	<p>As shared in Government of the Northwest Territories Response to Committee Report 37-19(2): Report on the Review of the 2022 Audit of Addictions Prevention and Recovery Services, the GNWT agrees in principle with this recommendation.</p> <p>In July 2022, the Department of Finance launched the Indigenous Recruitment and Retention Job Description Review Guide. This guide will be used in the review of these positions to ensure Indigenous social and cultural factors are considered in descriptions of these positions. As indicated in the Indigenous Employment Plans for the Department of HSS and NTHSSA, publicly launched in November 2022, the Department of HSS plans to review 15% of job descriptions in the 2022/2023 fiscal year and 35% of job descriptions in the 2023/2024 fiscal year; the NTHSSA plans to review 8% of job descriptions in the 2022/23 fiscal year and 15% of job descriptions in the 2023/24 fiscal year. The Department of HSS and NTHSSA have already started this work and will incorporate these positions into those targets</p>	N/A
<p>Recommendation #8: That the Department of Health and Social Services and Health and Social Services Authorities review and adjust standards of practice to recognize the value of Indigenous knowledge and provide a timeline for implementation.</p>	N/A	<p>As shared in Government of the Northwest Territories Response to Committee Report 37-19(2): Report on the Review of the 2022 Audit of Addictions Prevention and Recovery Services, the GNWT agrees in principle with this recommendation. As part of the Work Plan, the Department of HSS has committed to reviewing standards and procedures with a lens to identifying barriers to access and cultural safety. This work will occur in partnership with the Cultural Safety</p>	N/A

		<p>and Anti-Racism Division and the Indigenous Advisory Body.</p> <p>As outlined in the response to Recommendation 6, the Cultural Safety and Anti-Racism Division will develop a Cultural Safety and Anti-Racism Guide that will function as a lens for HSS staff as they develop internal and external HSS documents, including programs and standards. The guide also intends to build capacity among HSS staff to critically reflect about the ways in which Indigenous peoples and knowledge are reflected in documents.</p> <p>After this work has been completed, the Health and Social Services Authorities will be better able to review their Standards of Practice to recognize the value of Indigenous knowledge using the Cultural Safety and Anti-Racism Guide.</p>	
<p>Recommendation #9: That the Department of Health and Social Services and Health and Social Services Authorities set up a distinct method for frontline staff to identify barriers to care and cultural safety or propose better practices and policies on an ongoing basis and provide a timeline for implementation.</p>	On Track	<p>Work is ongoing in the DHSS's Cultural Safety and Anti-Racism division to establish a Community of Practice for HSS Indigenous employees, to provide a supportive peer network, raise issues, and share innovations to address anti-Indigenous racism.</p> <p>There is also a commitment under the Health and Social Services System Human Resources Plan to establish the Community of Practice by end of fiscal year 2023-24. A Terms of Reference has been developed and was approved by the Indigenous Advisory Committee in 2022-23.</p>	Ongoing
<p>Recommendation #10: That the Department of Health and Social Services (HSS) collect and analyze data from residents who do not use GNWT addictions prevention and recovery services, to identify creative ways to remove barriers and make</p>	On Track	Please see Recommendation #5's status update.	2023-2024 (Q4)

<p>services more culturally safe and provide a timeline for implementation.</p>			
<p>Recommendation #11: That the Government of the Northwest Territories, in collaboration with Indigenous Governments, pursue federal funding to help set up healing centres in the Northwest Territories.</p>	<p>On Track</p>	<p>The Minister of HSS has initiated conversations with Indigenous Governments to determine how best to support the mental wellness needs of NWT residents. These conversations with Indigenous Governments through the Council of Leaders will be instrumental in helping to determine what new approaches could be taken within our system as well as in partnership with Indigenous Governments and communities to ensure robust supports are available to residents. Next steps will be informed by the outcomes of engagement with Indigenous Governments.</p> <p>In the meantime, the Department is committed to enhancing capacity within the NWT to provide in territory programming.</p> <ul style="list-style-type: none"> ○ The Department will continue to support the Dene Wellness Warriors Indigenous Counsellor Training Program as they work to initiate their second cohort of students in September 2023. ○ The Department is also supportive of the feasibility study that has been undertaken by the Dene Wellness Warriors to determine the feasibility of an NWT Trauma and Healing Lodge and look forward to working with them as this work unfolds so that we can better determine opportunities for partnership. ○ The Department also provides support to the Supporting Wellbeing program which is an emerging training program that helps provide tools and resources for individuals who deliver land-based programming that will 	<p>Ongoing</p>

		better prepare them to mitigate and response to mental health challenges that may arise in remote environments.	
<p>Recommendation #12: That the Department of Health and Social Services present performance measures for each activity in the Addictions Prevention and Recovery Workplan and provide a timeline for implementation. The Department should report on progress with:</p> <ul style="list-style-type: none"> • A web-based tracker, similar to ECE’s Action Plan to Improve Student Outcomes Progress Tracker, on a quarterly basis; and • A public briefing at Committee, in spring/summer 2023 before the 19th Assembly ends. 	On Track	A web based progress tracker has been developed and is undergoing final steps for translation and public posting. This tracker was designed based off the example provided by SCOGO from ECE’s Action Plan to Improve Student Outcomes Progress Tracker. It is anticipated this progress tracker will go live summer 2023.	Summer 2023
<p>Recommendation #13: That the Department of Health and Social Services make changes to its Addictions Prevention and Recovery Workplan as soon as possible to reflect the recommendations contained in this Committee report (Report on the Review of the 2022 Audit of Addictions Prevention and Recovery Services).</p>	Complete	Addictions Prevention and Recovery Workplan was updated to reflect SCOGO recommendations where applicable. Final Workplan tabled February 2023.	Complete
<p>Recommendation #14: The Standing Committee on Government Operations recommends that the Government of the Northwest Territories provide a response to this report within 120 days.</p>	Complete	Complete.	Complete