

AGREED PROPOSALS FOR IMPLEMENTATION
April 5, 2023

PURSUANT TO
MEMORANDUM OF AGREEMENT – WORKING CONDITIONS FOR DEPARTMENT OF COMMUNITY
SERVICES CHILD PROTECTION SOCIAL WORKERS

Occupational Health and Safety

1. The Department will examine the existing onboarding and ongoing safety training for Child Protection Social Workers (“CPSWs”) and assess what improvements should be made. Improvements will be implemented based on the results of the assessment.
2. The Department will perform a Violence Risk Assessment of the CPSW role. This will be done following the Family Support Workers Violence Risk Assessment, which is currently underway. The appropriate method of communication of the outcome of the assessment will be determined based on the outcomes of the assessment. The Department will update its Critical Incident Debriefing process for CPSWs.
3. The Department is aware there are areas in the province where cell phone service is not available. The Department is currently working on this issue. Satellite phones are not a viable solution as they do not function in all areas of the province. Alternatives such as Trunk Mobile Radios are being explored. In the interim, measures are in place to ensure that CPSWs are safe when working in areas without cell phone service (i.e., police escorts, having visits in offices as opposed to residences etc.).

Pilot Projects

The Deputy Minister and Union President will have quarterly meetings at which updates on pilot projects may be discussed.