



Apropos...

Batshaw Youth and Family Centres

News from Michael Udy, Executive Director

NEW DYP PROJECT

The Regional Board recently approved \$130,000 to assist Batshaw with two projects over the next twelve months. The funds will assist us in better coordinating our services with CLSCs and to increase our ability to provide external services to children having social and behavioural difficulties in selected elementary schools. We will provide these services in collaboration with the CLSC school worker and school personnel.

PROGRESS IN YP WAITING LISTS

In mid-February, Youth Protection Director Michael Godman and I gave an update on the progress in reducing the waiting lists for Youth Protection services at Batshaw to the Lebon Committee. This committee has the mandate from the Minister to monitor the reduction of waiting lists in all the regions of the province. Our report showed that Batshaw has been able to reduce these waiting lists by about fifty per cent.

While the numbers go up and down from week to week, there are currently about 50 children on each list. This progress is due to the reallocation of additional resources from within Batshaw and additional non-recurrent allocations from the Regional Board. It is also due to the immense efforts made by existing and newly hired staff, and Assistant-Directors of Youth Protection for RTS/EO and for Application of Measures, Helen Downey and Joe Cassell, respectively.

The members of the Lebon Committee made very complimentary comments about the progress achieved thus far. They also took serious note of the information we presented concerning the difficulty in recruiting and keeping protection staff, especially for Evaluation/Orientation.

A BOOK BY BATSHAW FRIENDS

Congratulations to Bill Ryan, founder and Coordinator of Project 10, and recently named to head a national program for gay, lesbian and bisexual youth for Health Canada, and the McGill Centre for Applied Family Studies, and Bill Rowe, Batshaw board member and Director of McGill's School of Social Work and the McGill Centre for Applied Family Studies. They have just co-written "Social Work and HIV", a book about the work done by the social work profession in Canada to support people afflicted with HIV/AIDS. The book is available at the McGill and L'Androgyne bookstores.

THE CLICHE REPORT

In February I mentioned that further information concerning the Cliche report would be reported in the March *Apropos*. This will be postponed so that I can present information about this report and other developments in an integrated way. This will provide a clearer picture of what's going on in the world around Batshaw.

CCC CONFERENCE

Each year, for the last four years, the Council for Clients and Community (the name for Batshaw's users' committee) has held either a conference or a colloque. The CCC will be holding a conference once again this year, sometime in mid-May. Dates and details will be posted soon.

The conferences have consistently been a forum where clients of Batshaw can present a unique point of view about developing issues and services to an audience of clients, staff and people working in other related organizations. If you have not previously attended one of these events, I strongly recommend that you do so. The CCC conferences help to further expand our understanding of the youth and families we work with and our relationships with them.

POLICY ON ABSENTEEISM

From time to time, guest authors will contribute to *Apropos*. In this month's edition, Maureen Cohen, Manager of Human Resource Planning, introduces the work being undertaken to produce a policy and procedures to manage absenteeism.

The Division of Human Resources and Administrative Services has the mandate to develop a policy and procedures related to the management of absenteeism in the workplace. We must take into account the mission of the organization, our legal obligations, the rights and working conditions contained in the collective agreements and the costs incurred.

We are currently in the process of developing such a policy which will outline the rights of all employees within Batshaw, as well as all the obligations of the human resource planning department, the manager and the employee. Clear procedures will be developed to ensure that all parties understand how requests for salary insurance will be processed, what forms have to be completed when a work accident occurs and clarify the responsibilities of all parties involved.

In the context of a work accident, we will be considering the possibility of reassignment to assist in the transition back to work and to enable the organization to reduce its costs. Once a draft policy has been developed, the normal consultation process will take place which will include the unions.

Under my supervision, a staff team including Yolande Hébert, Administrative Technician and Luc Langlois, Absenteeism Advisor are currently managing the files of employees and assisting staff during their absence or partial return to work.

We have contracted with a doctor to provide us with medical advice to ensure appropriate support of the employee and to allow for a prompt and permanent return to work. Please be assured that a procedure is being developed that is respectful of the rights of employees contained in the collective agreements and the legislation related to accidents in the workplace.

We will keep you up to date as information becomes available.