

*Penitentiaries*

service in accordance with the policies it establishes. It would report to the Solicitor General and would submit an annual report, through the Minister, to Parliament.

While recommendation No. 26 states that CSC staff should be exempt from the Public Service Employment Act, it also adds that the CSC should be similar to the RCMP in its discipline and professionalism and that employees could be discharged for misconduct or incompetence.

At this time, I think a brief history of the origin of the subcommittee should be given. The House of Commons agreed on October 21, 1976, to the motion of the then Solicitor General that the Standing Committee on Justice and Legal Affairs inquire into the penitentiary system in Canada. On October 26, 1976, the committee referred the subject to an all-Party subcommittee which was fully representative of the House of Commons. I might add that I had the honour and privilege to serve on that committee with the present Minister of Justice (Mr. MacGuigan) as its Chairman. Of course, the distinguished Member for Oxford was also on the committee and made a very significant contribution to the committee's work.

The mandate of the subcommittee was to examine the background of the correctional service of Canada—maximum security institutions, the purposes of imprisonment, correctional staff, the organization and management of the penitentiary service, justice within the walls, socialization, pre-release and parole programs and inmates' work, and educational and other training programs.

The fifth and final progress report on the implementation of the 65 recommendations of the subcommittee was made public by the Solicitor General (Mr. Kaplan) before the Standing Committee on Justice and Legal Affairs in June of 1981.

In recommendation No. 26, the subcommittee suggested that if the CSC were to take responsibility for its own staffing and firing, the thrust of the recommendation would be better fulfilled. It would enable faster staffing action and would reduce vacancies. It would also facilitate the employment of higher calibre people and would help create staff professionalism and a desired esprit de corps.

The CSC appointed a task force in June, 1978, to study the personnel recommendations of the report of the parliamentary Subcommittee on the Penitentiary System. That task force completed its work at the end of June, 1980. Since that time, the recommendations of the task force have been the subject of extensive consultation between the CSC, the Union of Solicitor General Employees, officials of the Treasury Board Secretariat and other interested government departments. Consequently, steps are now under way to bring into effect certain mechanisms, such as a distinct correctional employees operation group and a provision to allow for the early retirement of correctional employees who suffer from the results of the high levels of stress that are common in the correctional environment.

Many positive changes have already taken place in the area of personnel management in the correctional service of

Canada. I will outline some of these changes. They include a detailed code of conduct which sets out the standards upon which staff conduct is judged and the process by which disciplinary action is taken. It includes a nationally-managed CX recruitment program designed to ensure the selection of high calibre recruits. This program has been developed and implemented. The changes provide the selection criteria for CX recruitment, which have been modified. The minimum educational standard for correctional officers has been upgraded to Grade 12 or the equivalent. The university qualification for CXs to obtain WP positions has been removed, thereby developing a career path for security staff. Greater emphasis has been placed on manpower planning and training from a national perspective. As well, a 13-week full-time induction training course, followed by a 24-month probationary period, has been introduced for all new correctional officers. Live-in unit officers also receive an additional four-week course on case management, counselling techniques and group dynamics.

The CSC has implemented the policy of official language service to inmates consistent with that which is available to the general public, in the spirit of the Official Languages Act. It has also created one of the first language ombudsman positions in a federal department or agency to protect language rights and to develop programs for second language acquisition in the workplace.

Additionally, the CSC has introduced a supplementary income benefit plan for survivors of employees slain on duty. This benefit plan guarantees income maintenance for survivors of employees to supplement any payments received from Canada and Quebec Pension Plans and Workmen's Compensation. It has also implemented a program of rehabilitative assistance to employees of the service who became victims of acts of violence in institutions.

Furthermore, the CSC has developed a policy to integrate female correctional officers in male institutions. The long-term goal is to reach a representation of 13 per cent in medium and minimum security institutions by 1987. The integration is presently being done in medium and minimum security institutions. As of January, 1984, the number of female correctional officers in male institutions has been 255, or 5.6 per cent. On May 20, 1980, Ms. Mary Dawson was appointed Warden of Warkworth Institution, thus becoming the first woman to head a major federal institution for male inmates. On November 9, 1983, Doctor Pauline Lamothe, who began her career as a psychologist at the British Columbia penitentiary, was appointed the first female executive director of a regional psychiatric centre in Canada.

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In order to ensure the highest level of communication with its employees, the CSC conducted a survey in the fall of 1983 through the Gallup poll to examine the attitudes of staff and the effectiveness of internal communication. The survey revealed that over one-third or 37 per cent of the employees interviewed are very satisfied with their employment, and almost three quarters, or 71 per cent, described it as reward-