

Senator Hastings: They could take an hour a week with the unit.

Senator Thompson: May I try to pin down the classification officer? You say he is there for counselling. I understood you to make a statement to the effect that there are 57 cases, roughly, on an average.

Mr. Faguy: That is the objective. With the people we have recruited, we have this ratio now. Thirty have just come in who will need some training; but that is the ratio now.

Senator Thompson: A previous witness suggested that perhaps a classification officer may see a man three times prior to that man's parole. From what you have said about counselling, and a sort of intensive approach, three times during a term in the penitentiary seems a very remote kind of counselling. How much time does the classification officer actually spend counselling with each of those inmates?

Mr. Faguy: Well, sir, it varies. As we have said, we are short of classification officers. The ratio is too high. We had one classification officer with 150 inmates, for instance, in some of the institutions, and there was no way that the officer could get to see the inmates on a regular basis or as needed. Therefore, some of the inmates complained, and rightfully so, that they were seen once only every six months, or even once a year. Because of that we have gone to the intensive recruiting program to make this new ratio. So the ratio is very recent. We have just completed recruiting 30 new classification officers.

Senator Thompson: The classification officer will simply do classification work? He does nothing else?

Mr. Faguy: First of all he does a lot of paper work. Being in the government we have a lot. We are trying to minimize the amount of paper work that these people have to do. They have to approve, for instance, temporary absences. They must get involved in deciding whether or not that man should go on a temporary absence, and so they have to know the inmate, interview him, find out the reasons and see what would be the benefits. Afterwards they have to find out what happened, how successful it was and what purpose it served. That is one of the things they have to do. At the beginning, when he comes into the penitentiary, they have to sit with the inmate and review his background and recommend what the program should be. They decide what should happen to the inmate in the institution. Secondly, there is counselling, hopefully with the new ratio, as required, or as close as possible to that. We want to use these people to train the correctional officers in the living-unit concept, in counselling aspects and in communication with the inmates. So they also become staff trainers, which is a new and very important role. Their knowledge can hopefully be given to the correctional officers, who together with the classification officers will participate in this useful work.

Senator Thompson: With the classification officers working with the men, do you think it would be wise for them to get some form of computer training or some other type of training? I understand that the Evans Report has pointed out the necessity for bringing up

to date the training facilities so that they will compare with the outside world. How far has that advanced? The making of licence plates might be a useful trade but it is rather a unique one which I do not think could be used outside.

Mr. Faguy: The Evans Report has been studied and reviewed, and there was a committee in the department making recommendations on that report. I have myself gone over those reports, and we have decided that there are certain steps which we must take. First of all, as a basic principle, we have to try to have within the Penitentiary Service as close to a normal work situation as possible. That is easily said, but it is not easily done, I can assure you. Then we hope to improve the working of our industrial shops within the Penitentiary Service and to keep our people busy. One pilot plan we are now working on is at Joyceville, near Kingston, where we have started to study and have taken some steps, first of all, to attempt to describe the jobs of inmates within the penitentiary. That is done on a manual form that is available for all job descriptions. Secondly, we have had a study of the kind of products that should be manufactured within the penitentiary which could be sold within the government services on a regular basis so that we could have a regular production line going. We have had consultants in to look at Joyceville, to see what would be the needs in order to get what I call a factory or manufacturing plant going in the institution. This means two basic things. The first is construction—additions to the buildings which we have there now. The plans are ready and we hope to have this build by November. We are also hoping to obtain the authority to hire a consultant who will establish the manufacturing plant and work with us for six months to get it going. So when they come in these inmates will be hired and fired. They will be hired because they are qualified to do the work, and if not they can do some vocational training on the side, but the basic training will be done outside. They will come in and work like anybody else would work in a factory, eight hours a day, which they are not used to doing. They will be paid, I hope, a minimum wage, and being paid normally they will have to pay for room and board, income tax, unemployment insurance, workmen's compensation, to make the situation as normal as possible. If we can train an inmate to work in this way I think we will be getting somewhere because then, once he gets out, he will be able to do a day's work. Some of the complaints we have had, quite honestly, are that while they know their trades they cannot work eight hours a day. They get tired after three, four or five hours. So that gives them good working habits on the inside. As I think of our problems I sometimes think there are four basic elements that we should work at to be realistic. We should teach them social habits, because we know that many of them need to be taught social habits. They need to be taught real work habits, to work eight hours a day, 48 hours a week, like we do, or more. We also need to provide them, one way or the other, with meaningful companionship. You know about the Cursillo movement and what they call the M.2. This is where inmates are given a companion inside and outside the penitentiary. We are looking into that because I think meaningful companionship is desirable—a wife, girlfriend or another friend, somebody he can talk with and discuss his problems with, so that when he goes out he has somebody to go to to ask for advice and get help. Then having taught him work habits, social habits and given him meaningful companionship, we