

## LEGISLATIVE ASSEMBLY OF MANITOBA

Monday, January 8, 1990.

The House met at 8 p.m.

### COMMITTEE OF SUPPLY SUPPLY—FAMILY SERVICES

**Mr. Chairman (Harold Gilleshammer):** We have been considering the Estimates of the Department of Family Services, the committee is on item 1.(c) Research and Planning: (1) Salaries \$854,800—the Honourable Minister.

**Hon. Charlotte Oleson (Minister of Family Services):** If you would just give me a minute, the Member for Ellice (Ms. Gray), I have some copies of speaking notes if you wish them, and I also have Volume 3 and Volume 1 of the papers of the symposium about families. Volume 2 has not been printed yet apparently. For the Member for St. Johns (Ms. Wasylcyia-Leis) and the Member for Ellice, those copies.

**Ms. Avis Gray (Ellice):** In the area of Research and Planning, I recall that during the Estimates of last year there was an extensive review being undertaken in regard to The Social Services Administration Act. That review was to have been completed by the end of the last fiscal year and I am wondering if the Minister could indicate, has that review been completed and could she give us the details and what were the results of that particular extensive review?

**Mrs. Oleson:** Yes, the review has been completed and it is being looked at. I just did not hear the last sentence of the Member's question in case there was something different that maybe she would like to repeat it.

**Ms. Gray:** Basically what I was asking is if the review had been completed, and if the Minister could tell us what in essence were the results of that particular extensive review?

**Mrs. Oleson:** The review has been completed, yes, as I said, and we are looking at how we can best rewrite the Act. It has not been finalized yet.

**Ms. Gray:** Could the Minister share with us the results of that review? What specific concerns were raised in regard to the Act? What concerns were raised and in what areas was it deemed that there should or could be amendments?

**Mrs. Oleson:** Mr. Chairman, the Act is found to not be specifically clear in some of the authority for vocational rehab and some of the authority for service contracts, but it is not clear to us yet whether we have to absolutely rewrite the Act or whether we could change it sufficiently to make it more workable. That is being worked on right now.

**Ms. Gray:** Can the Member tell us, are those the only two areas where the review concluded that in fact potential amendments were needed?

**Mrs. Oleson:** As I understand it, staff indicate to me that the seriousness of the problems that had been anticipated did not surface, that we may be able to amend it without completely rewriting it, but that is what I just indicated the department is looking at. There were some things that are not quite clear, of course, because of the changes that have taken place since the Act was written.

**Ms. Gray:** Mr. Chairperson, were there any concerns that were identified under this particular Act in regard to the residential care system and the regulations regarding that?

**Mrs. Oleson:** The present Act, I am informed, does not give sufficient authority to make regulations, and we may need to change it for that reason—for residential care.

\* (2005)

**Ms. Gray:** Could the Minister elaborate on the nature of the concerns in regard to sufficient authority for vocational rehabilitation?

**Mrs. Oleson:** There is too vague, as I understand it, a reference to voc rehab in the legislation in that it may need to be made more specific.

**Ms. Gray:** Is the Minister suggesting that there needs to be a reference made to what particular type of services should be offered to people who would be eligible for vocational rehabilitation services? Is she suggesting that Act should be amended or there is a need to look at perhaps a new Act for vulnerable persons in regard to the type of services they should or should not be receiving?

**Mrs. Oleson:** That is a possibility and that is why it is being looked at. It is being looked at in that light that it need to be amended for that reason.

**Ms. Gray:** Can the Minister tell us when the review of this Act was completed, and as a second part to the question, there obviously seems to be some further discussions in regard to what they will do with the results of that review, does she have a time frame for her department to come up with some recommendations as to what will actually come out of that review that was completed?

**Mrs. Oleson:** Mr. Chairman, the review was completed on schedule, as I understand it, but with the reorganization and changes in the department, the amalgamation and so forth, there have been some more pressing, urgent needs that have needed attention. So we have not really been into that perhaps as we would like to, but we will be continuing work on it.

**Ms. Gray:** Could the Minister tell us what specific projects the Research and Planning have been working on as a result of the amalgamation of the department?

**Mrs. Oleson:** One of the things that the Research and Planning Branch has been working on was the strategic planning workshop that was held, the staff workshop. Of course the amalgamation of two Research and Planning departments has caused some, maybe, perhaps delays in some of the work that was ongoing. Of course they do their ongoing work with federal-provincial issues and the Decade of the Disabled. They have been doing work on the unemployment insurance changes that are proposed to take place and they do evaluations, of course, of the programs that are in place—Career Credit and Immigrant Access Services. They do evaluations of the programs that are currently ongoing in the department.

**Ms. Gray:** Could the Minister tell us how much time or what percentage of time of the Research and Planning Branch has this strategic plan, I believe she called it, taken with the amalgamation of the department?

**Mrs. Oleson:** The percentage point of view, for the Member, it would be hard to exactly state, but with the amalgamation of the two departments it has taken some time to mesh the two together, shall we say. It would be almost impossible to give an exact percentage of time spent on any particular issue.

\* (2010)

**Ms. Gray:** I would assume I suppose that over 50 percent of their time possibly may have been dealing with this new amalgamation given that the review of The Social Services Administration Act was at the end of the past fiscal year and to this date has not really been dealt with because of the amalgamation, so one must assume it has taken certainly over 50 percent of their time.

In the Research and Planning, of course there was an amalgamation of the two Research and Planning Branches of the previous two departments and so we have moved from two managers to one manager, and the Professional/Technical support has remained the same as has the Administrative support.

Can the Minister indicate: was there no room for any type of streamlining other than in the managerial position with the amalgamation of those two branches?

**Mrs. Oleson:** There were six staff transferred out from the two separate departments from Research and Planning to Education and Training. So there was that change. With your reference to the administration Act, as I indicated before, after the review took place it was decided that it was not as pressing an issue as it had been felt that it was. There are not as many problems as there was felt there might be, so that is why it has not been progressing rapidly. If it was a pressing issue, it would have been dealt with.

**Ms. Gray:** With the amalgamation of the two departments as is the example on Research and Planning, what happened with the other managerial position? did that SY remain within the Government? I am not talking about the person, I am talking about

the SY. Has it remained somewhere else in the system and was that the standard procedure in regard to any of the amalgamations of any of the branches or divisions?

**Mrs. Oleson:** The position was vacant at the time of the amalgamation and so that position has been phased out. There was a person acting in the position and that person has gone elsewhere to work—was transferred, I believe, to another department and then subsequently decided to leave the province.

**Ms. Gray:** Mr. Chairperson, the Minister indicated the position was vacant and then there was someone acting. Is she meaning there was someone in the position of Research and Planning for Community Services on an acting basis who subsequently left the department because he knew he did not have a job as the director of Research and Planning?

Can the Minister then indicate, with the amalgamation of these departments—she has indicated there is a streamlining of the department in terms of functions and responsibility, other than the positions which have been transferred out to other departments such as education examples she gave, has there been any cost efficiency in terms of the number of staff years which still remain within the amalgamated department?

**Mrs. Oleson:** Mr. Chairman, there was a saving of 10 staff, which amounted to almost half a million dollars.

**Ms. Gray:** Would the Minister clarify those 10 staff? Is she saying that those positions were saved through attrition? Were people let go? What was the status of those 10 positions?

**Mrs. Oleson:** There were some vacant positions, and there was some redeployment, so there was a combination.

**Ms. Gray:** The Minister has indicated that there has been redeployment. So in other words, those positions are still in the system. They may be in other departments, but they are no longer in the Department of Family Services.

Just a further question, one of the other reviews Research and Planning had been looking at last year was a review of homemaker services and concerns about homemaker services in the Department of Community Services and looking at those versus the homemaker services in the Department of Health, can the Minister indicate to us the results of that particular review?

**Mrs. Oleson:** I believe the study the Member is referring to was done by the Social Planning Council about two years ago. We could bring the information back to the Member. We do not have it right now.

\* (2015)

**Ms. Gray:** Mr. Chairperson, I asked the question because I recall in Estimates last year we had asked for the results of the review and they were not available

at that time. If the Minister does have the results of the review and can pass those results on in the next day or so, that would be much appreciated.

**Ms. Judy Wasylycia-Leis (St. Johns):** I just have a couple of questions in this section. Comparing the description of Research and Planning in the current Supplementary Information provided with that of last year's Estimates, there is really no difference in terms of the role and mandate of that branch. I am wondering, dare I ask, if any of the capacity in the Research and Planning Branch has been set aside to actually look at research, develop plans around family policy.

**Mrs. Oleson:** That is one of the functions of the Research and Planning, to do research with a view to developing policy for the department.

**Ms. Wasylycia-Leis:** With the restructuring of the department and with this branch in what we would call a new department, has anyone specifically been assigned? Have resources been set aside to deal with the fact that presumably there is a new focus, a new approach, new areas to be considered, new research to be conducted, other research to be studied with a view to developing, putting in place the beginnings of a family policy at least with an understanding of the definition of family and principles involved in family policy? Is there anyone designated, or are any individuals designated to look specifically at that whole area we talked about earlier this afternoon?

**Mrs. Oleson:** Most of the researchers in the department spend their time doing research with relation to policies for Family Services, and particularly one person at least—my memory may not serve me exactly correctly, but I know of one of the research people that went to the symposium on families in Regina and took part in that. So, yes, there is research going on all the time. Most of the people in that section are doing research on matters pertaining to family matters, because that is what our department looks after.

**Ms. Wasylycia-Leis:** On another issue, I think I will leave that one for now, could the Minister tell us what has been the latest work with respect to federal-provincial involvement or work on the child care issue? What has been the latest communication in terms of a national day care plan? Has the Minister or her department communicated directly with Perrin Beatty or anyone in his department in terms of the need for a national day care plan? Have any wishes been expressed by this Minister in terms of wanting to see some federal action begun again on this important area?

\* (2020)

**Mrs. Oleson:** Mr. Chairman, as I had indicated in the House in the middle of September at a federal-provincial meeting near Ottawa, Minister Perrin Beatty indicated that there would be a child care strategy before the end of the mandate of the current federal Government.

Since that time at various meetings, I have of course raised the subject with him at that gathering. At the

Deputy Minister level, there has been input at federal-provincial meetings. The Deputy Ministers from the provinces were asked for their input on the day care issue. I had a personal visit with Mr. Beatty not too long ago.

**Ms. Wasylycia-Leis:** Mr. Chairperson, there certainly seems to be some speculation coming out of Ottawa that the question of a federal national day care plan or legislation is not all that certain, as the Minister has stated this evening. I am wondering if the Minister could table for the House any correspondence that she has sent to the Minister on this issue, and whether or not she has taken a strong position pushing the federal Government to take action in this regard.

**Mrs. Oleson:** I have written the federal Minister since his appointment to discuss the issue, and as I say I have met with him, but I could hardly table the conversation. It was a private conversation.

**Mr. Chairman:** Shall the item pass—pass. (c)(2) Other Expenditures, \$266,200—pass; (d) Communications: (1) Salaries, \$204,700—pass; (d)(2) Other Expenditures, \$60,300—pass.

(e) Financial Services: (1) Salaries, \$1,816,100—the Member for Ellice.

**Ms. Gray:** Mr. Chairperson, with the amalgamation of the two departments into one, I am wondering if the Minister could indicate to us exactly what the process is with the new department to undertake to address the concerns that were expressed by the Provincial Auditor's Report in regard to the management of the Department of Community Services.

**Mrs. Oleson:** If the Member will refer to the organizational chart, we put in a Management Services section which we referred to earlier this afternoon. Also, there is a director of Internal Audit which should help with financial management, and as we discussed this afternoon, we are in the process of setting up an Agency Relations Bureau. So all those things should lead to better financial management. As was mentioned this afternoon, the Provincial Auditor had some input into the organization of the department and was fully supportive of this type of system.

**Ms. Gray:** Is the Minister indicating that in fact there was no internal audit function before, either in the Departments of Community Services or Economic Security?

**Mrs. Oleson:** There was an internal audit to function on paper, but there was no director in place and so in essence it really was not functioning as an internal audit.

\* (2025)

**Ms. Gray:** Were there staff assigned to internal audit in either department before the amalgamation?

**Mrs. Oleson:** There were five staff assigned to that function in the Employment Service and Economic Security Department.

**Ms. Gray:** How many were assigned in Community Services, if any?

**Mrs. Oleson:** There was one person, but that person was not functioning with the internal audit function. He was given a special assignment, so in essence it really did not exist.

**Ms. Gray:** Mr. Chairperson, so the Minister is indicating that basically the internal audit function had somewhat disintegrated when she came to be Minister and the situation—no, no, I am not saying when she became Minister. I am saying that the situation of internal audit in the Department of Community Services was not in a very good state, given there is no director. There is only one person who probably could not function and do the internal audits required as one individual. So part of the strengthening of that was to have a director of Internal Audit.

The Minister has also indicated that the Provincial Auditor has worked with the department as regards the organization of the department. Could the Minister clarify that? I am assuming that the decision was made to amalgamate the department. Once that decision was made, then the Provincial Auditor has been asked to come in and assist in looking at the organization. Am I correct?

**Mrs. Oleson:** Mr. Chairman, yes, the Member is correct. The amalgamation took place. The department was set up. Then there was a group set up to look at the organization of the department, and the Provincial Auditor was consulted on that. For the Member's information, I will table this letter from the Provincial Auditor to the secretary of the Treasury Board which indicates his views on the matter.

**Ms. Gray:** Part of the activity, I would assume, under the Administrative Services would be some responsibility for ensuring that whatever computer systems were in place within the department were functional. I again refer to last year's Estimates where there was a fair discussion on the MSSP and concerns expressed because it was not fully operational. Can the Minister indicate for us this evening, is this particular program now, a year later, fully operational, that is, the MSSP?

**Mrs. Oleson:** That is the field payroll system for field workers, is what the Member is talking about? It is still being worked on; it is not finalized yet.

**Ms. Gray:** That particular program has had major difficulties over the past two years. Are there reasons why it is not fully operational after this length of time?

\* (2030)

**Mrs. Oleson:** It is a large undertaking, as I understand it, as it involves two departments, Health and Family Services, but it is still being developed and worked on.

**Ms. Gray:** Does the Minister have a completion date as to when this program may finally be fully operational?

**Mrs. Oleson:** The information for the Member, I have not got it right now.

**Ms. Gray:** The Administrative Services works on long-range information system strategies. Would this particular section of the department be quite involved with the monitoring of the regional budgets? I am referring specifically to one component of the department and that is the Community Services piece or the Rehabilitation and Community Living. Would Administrative Services be working closely with the regions to ensure that their system of accounting for the budgets, of monitoring, etc., is up-to-date and is accurate and correct?

**Mrs. Oleson:** Yes, over a period of time we would hope that the Administrative Services would become more involved with that system.

**Ms. Gray:** Are they involved now? Can the Minister tell us who is sort of responsible to assist regions in developing their budgets and systems, where they can keep track of their monthly expenditures, et cetera?

**Mrs. Oleson:** The involvement is with Health and Family Services in the budgets for the two areas and they work on both of them, but it is still being developed. The delivery of services is monitored by that system.

With regard to the MSSP system, the information I have is that the completion is expected by the end of March '90, and it is 80 percent Health and 20 percent Family Services.

**Ms. Gray:** There have been some concerns expressed over the past year or so about the inability of regions to in fact keep track of the dollars that were allocated to them in regards to services, particularly to adults and to children in regards to the Community Living and Rehabilitation section.

Can the Minister tell us, since the Administrative Services division is working with the regions, if there is comfort or confidence by Administrative Services that in fact the systems that are currently in place in the various regions throughout the province are in fact comprehensive systems and are working very well?

**Mrs. Oleson:** I understand that in the past Regional Services were left on their own to do their budgeting. What our goal is is to get Administrative Services more involved in the control and the budgeting to assist the regions with that matter.

**Ms. Gray:** Is that process under way right now? I ask the questions because—will there be any need for changes or modifications, given that the three regions in Winnipeg possibly may now or soon become one region? Does that make a difference in terms of the time frame or the planning of Administrative Services?

**Mrs. Oleson:** The staff inform me that the budgeting procedure of the regions is something that is going to be reviewed very shortly. There are some valid concerns with that.

**Ms. Gray:** Is this an appropriate section? The Minister can tell me to ask some questions about the specific

budgets of those regions and whether in fact they are over budget or under budget. Are those questions better to be asked when we get to Regional Services?

**Mrs. Oleson:** I would prefer that the Member ask them under Regional Services. It would expedite the matter, I am sure.

**Ms. Gray:** In the Minister's opening statements, I believe she said that within her total department there had been increase of some \$41 million over last year. Could she just clarify if that increase of \$41 million is more of the last year's budgeted dollars or last year's dollars that had been spent?

**Mrs. Oleson:** That could be compared print over print. That would be the estimated amount.

**Ms. Gray:** Does the Minister have more accurate figures that would reflect what that increase really means in terms of actual dollars that have been spent?

**Mrs. Oleson:** We can provide that information later if the Member wishes to have it.

**Ms. Gray:** Thank you, Mr. Chairperson. I have a fair number of questions in the area that relate to the financial aspects, but I am thinking, as we go through the various specific appropriations, it would probably be better to ask those questions as we move through Child and Family Services, Regional Services, et cetera.

**Mr. Chairman:** Shall the item pass—pass.

(e)(2) Other Expenditures, \$365,400—pass; (f) Administrative Services, (1) Salaries, \$1,136,000—pass; (f)(2) Other Expenditures, \$64,600—pass.

(g) Human Resource Services, (1) Salaries, \$763,400—the Honourable Member for Ellice.

**Ms. Gray:** I am wondering if the Minister can indicate, and I do not know whether there are other staff that will be here or not, but since this particular section is responsible for the human resources of the department, then perhaps the Minister could indicate to us what would be the conditions or reasons for which an individual could be moved from one job to another; and those reasons either being as part of the MGEA contract—if that person happens to be a member of, or falls under the conditions of the MGEA; or conditions within The Civil Service Act.

**Mrs. Oleson:** We conform to The Civil Service Act and the collective agreement.

**Ms. Gray:** Could the Minister specifically tell us what reasons there could be or what reasons can be used that would fall under either one or both of those agreements for moving an individual from one position to another?

**Mrs. Oleson:** Mr. Chairman, the management of a department can move people for varying reasons, and one of them might be at the request of the person that was being moved. It may be a career enhancement

opportunity. There are many reasons why a move would take place.

\* (2040)

**Ms. Gray:** Can the Minister tell us what reasons management can use under those two agreements to move a person, and I am not referring to where in fact it is a request of the person—but what reasons can be used? I give an example to the Minister, I mean, if there is a reorganization of a particular portion of a department, I understand that there can be individuals or positions where there are changes, and therefore that is considered a valid reason to move individuals. I would ask if there are other reasons that individuals can be moved from one job to another?

**Mrs. Oleson:** One of the reasons that people might be moved, or management will decide to move people—if a job, for instance, changes, and management sees that person may not have the skills that are required for the change that has taken place; or they may also be moved because they have skills that would be better used in another particular area. So there are several reasons why, but it is the prerogative of management to use people to the best of their abilities so that they are functioning at the top of their level of skill, and moves are often advantageous for individuals. It gives them all-round experience for instance in the department if they should wish to make a move upward at a later time. It is usually advantageous to know more than one section of the department.

**Ms. Gray:** Mr. Chairperson, again, maybe the Minister can clarify. I am assuming that staffpersons could also be moved for disciplinary reasons, am I not correct?

**Mrs. Oleson:** That is a possibility and probably has taken place at one time or another; not under my jurisdiction, however.

**Ms. Gray:** Mr. Chairperson, I ask these questions because there certainly was concern expressed by a number of civil servants, not just in the Department of Family Services, but in other departments as well, concerns expressed to us on this side of the House when the issue of the removal of Mary Humphrey from the position of child care director came about. I would ask the Minister, in this particular case, and since obviously any such moves would have to be under some consultation with human resources, if the Minister could indicate to us what the reasons were for the removal of Mary Humphrey?

**Mrs. Oleson:** In the first place, to the Member, in the discussion of Mary Humphrey, she was not removed from employ of the department. It was felt that she could use her management skills in another senior area of the department, and it was discussed with her and she was moved.

**Ms. Gray:** Can I assume then that, within any positions within the department, when the department and/or the Minister wish to move someone for whatever reasons, that they can go ahead and do that under the

guise of wanting to give someone some other experience? Is this something that we are going to see more of in this department?

**Mrs. Oleson:** Mr. Chairman, I would rather hope that people that work in the department would have a positive attitude to changes within the department and would welcome different challenges, and would like to move from time to time. It is nowhere written or carved anywhere in stone that because a person is in one particular area, they are going to forever remain there and never advance. I think the Member seemed to remind me fairly sternly and strenuously last year in Estimates that we should encourage women to move about in the department and be upwardly mobile, and now I find her criticizing some of these things that are taking place.- (interjection)-

**Mr. Chairman:** Order, please; order, please. The Honourable Member for Ellice.

**Ms. Gray:** Mr. Chairperson, first of all, the Minister, is she suggesting that management should make the decision of which women should move in the department and change jobs, whether in fact those particular individuals want to move or not? Is the Minister indicating that Mary Humphrey requested a change and requested the move?

**Mrs. Oleson:** No, what I am suggesting is that discussions took place with her and she agreed to the move.

**Ms. Gray:** The Minister has also said that people should be allowed to advance. Can the Minister indicate the position which Mary Humphrey was moved to? Was that a promotion?

**Mrs. Oleson:** Her previous position was a senior officer 1 and her present position is a senior officer 2.

**Ms. Gray:** Can the Minister indicate then, did she receive a promotion in pay since she has moved into a position which is of a higher classification?

**Mrs. Oleson:** Change in classification, yes.

**Ms. Gray:** Mr. Chairperson, the Minister indicated that people and civil servants should feel positive, should have a positive attitude to changes. Is the Minister implying, given what had happened over the past summer in regard to the removal of Mary Humphrey from that position, that she should be feeling very positive about those changes?

**Mrs. Oleson:** We hope that she looks upon it positively, and it is part of the team that we put in place to manage the department, and I am sure she does.

**Ms. Gray:** Can the Minister tell us are there other senior individuals within the department where it has been suggested to them or where they have been asked that possibly they should look at a change in job, that it would be positive for them and for the department?

**Mrs. Oleson:** From time to time there are changes within the department, and we would hope that people

would look upon those changes positively. I cannot say that there will never be changes. I think change is part of the evolving world we live in, but I am sure people will look at moves within the department with a positive approach. I am not saying that I am going to move or have moved people indiscriminately, but it is a management decision. That is part of running a department and having the management team is that they are in charge of managing the department.

**Ms. Gray:** Mr. Chairperson, the Minister has talked about individual skills and abilities of civil servants and the need to utilize those skills and abilities to the best advantage. Given that Mary Humphrey was respected across the country and was respected and well-known for her abilities and skills in regard to the progress and growth of child care in Manitoba, I am wondering if the Minister could indicate for us what was the particular rationale to move someone who had been in that particular position and who had apparently done an admirable job and was certainly respected by the child care community, not just in this province but across the country.

I am wondering if the Minister could give us the rationale for moving her into another position and bringing in another person who I am sure is also competent and capable, but moving another person into that particular position you would have to start from square zero in regard to at least learning the program.

\* (2050)

**Mrs. Oleson:** Mr. Chairman, that person took with her to her new assignment her management skills. She did not leave them at the doorstep of the day care office. She took them with her, and that was why she was put in that position. If we had felt that she could not function, we would not have put her in that position. We are building a corporate team here of people who are delivering service to the people of Manitoba. What we want is the best functioning team we can possibly acquire, and we are working on that.

**Ms. Gray:** Was the Minister aware of the backlash and the amount of calls and letters she would receive as a result of attempting to move one civil servant from one position to another?

**Mrs. Oleson:** It was interesting; the backlash, the letters, the phone calls, et cetera, et cetera, were more prevalent when people thought she might move than when she actually did.

**Ms. Gray:** Mr. Chairperson, once the decision was made, and they certainly indicated their concern about the process and how things were handled once the decision was made. There seemed to be little the individuals in the child care community could do about that, except they had already expressed their concern via letter, which is certainly one way of expressing concerns to the Government.

I do not know if the Minister is suggesting that there be another rally at the Legislature or not, but I am sure

that probably could have been arranged.—(interjection)—Well, we have some of the Government Ministers again insulting the child care community by insisting that they are unable to organize their own lobbies and have to rely on Legislatures, which I would suggest the Ministers refrain from their comments because in fact the child care community is very capable of organizing their own lobbies when they want to get their point across about any issue related to child care. They do not necessarily need Opposition in Legislatures in which to do that.

A few more questions to the Minister in the Human Resources Services section. Can the Minister indicate the new Employment Equity Implementation Plan which is soon to be tabled through the Civil Service? Has that plan been made available yet to the various departments?

**Mrs. Oleson:** Could the Member clarify, is she asking about Affirmative Action? Okay. It is not pay equity you are asking about, because it is included in the Estimates.

**Ms. Gray:** Employment equity.

**Mrs. Oleson:** It is employment equity. I think if you look at the statistics which we probably have here somewhere close by, if you look at the Department of Family Services and the Affirmative Action statistics, we rank very well in that area—just a moment, I may get some further information for you.

Some numbers with regard to Affirmative Action statistics—with regard to females we are at 67.62 percent. The Government averages 53 percent. Native, 4.51 percent, and the Government averages 3.4 percent. The disabled, 2.97 percent; the Government averages 2.53 percent. With visible minorities, 2.65 percent, and the Government averages 2.91 percent. If that is the information the Member was wanting—if not, maybe she could rephrase the question.

**Ms. Gray:** I thank the Minister for that information, but what I was actually asking was—I understand there is a new implementation plan for employment equity, affirmative action, whatever words you want to use, which has been established by the Civil Service Commission just recently. I am wondering if in fact the Human Resources sections of the departments have been briefed as to that implementation plan and how that will affect each individual department.

**Mrs. Oleson:** No, we have not received that as yet.

**Ms. Gray:** Can the Minister tell us if the Department is aware that there is a new implementation plan that has been worked on and will be available to the departments, hopefully shortly?

**Mrs. Oleson:** The department is aware that there is a plan, but we have not been made aware of the details. We have not received it yet.

**Ms. Gray:** There has been much discussion about the aftermath, or fallout, of the last reorganization of the Winnipeg regions. There seems to be an attempt on

the part of the Civil Service Commission, assisted by the Human Resources Services of the particular departments, to ensure what happened in the past does not happen again. I am wondering if the Minister could indicate for us what specific steps are being undertaken by the Human Resources section in regard to the pending reorganization of the Winnipeg regions.

**Mrs. Oleson:** The two departments, Health and Family Services, are working on this issue. There will be open competition for any staff positions that will be put in place as a result of those changes.

**Ms. Gray:** Could the Minister clarify for us what she means by “any staff positions” as a result of the changes? What particular type of positions is she referring to?

**Mrs. Oleson:** There may be positions established for program managers, should that be the case, and then those will be bulletined. The position of regional director has been bulletined.

**Ms. Gray:** The Minister refers to program managers. Could she elaborate a bit as to what type of position that is? Is that different from a supervisor? Is there a classification attached to that position?

**Mrs. Oleson:** That has not been finalized. It is still under discussion and deliberation as to exactly what the functions will be, and so in light of that, I cannot really give the Member the information she wants.

**Ms. Gray:** Before the staff are asked to apply for various positions that may come up, will there be position descriptions that would have been developed with attached classifications so that this time the staff are quite aware of the type of job to which they would be applying, as opposed to last time where in effect they really did not know until much after exactly the nature of the job that they were in?

\* (2100)

**Mrs. Oleson:** Mr. Chairman, yes, there will be clearly defined expectations of each job. There will be, and is, consultation taking place with the areas of that Regional Services to determine exactly what type of positions are needed. When that is finalized, when they are advertised, they will clearly announce exactly what the expectations are.

**Ms. Gray:** Can the Minister tell us—it would appear in the past the Department of Health has been more involved in the pending reorganization in the Department of Family Services—is that still the case, or is there equal partnership? I would then ask, if so, is there a steering committee or a particular planning committee of members of those departments that are dealing with that reorganization?

**Mrs. Oleson:** Mr. Chairman, since health has 80 percent of the staffing, I guess you would have to say that they were the senior partner, but both departments are working together on this matter. In fact, both

departments hired a consultant and are working with that consultant to set things in place, but when you consider that 80 percent of the staff are health, if they have a little more input then I guess we can forgive them.

**Ms. Gray:** Mr. Chairperson, would the Minister have information or statistics as to how many educational leaves are approved per year within the Department of Family Services? Is that information available?

**Mrs. Oleson:** We can get that information for the Member. We do not have it available at this moment but we can get it.

(Mr. Parker Burrell, Acting Chairman, in the Chair)

**Ms. Gray:** I would also ask within that in terms of the number of educational leaves, if we could have a breakdown, not precisely, but an indication of within those positions how many are field level, how many are middle management, how many are senior management, et cetera. I would also ask the Minister, again within the Department of Human Resources, is there, with the amalgamation of the departments, a feeling from the Department of Human Resources and in fact the number of staff that they have to support the various activities that they are required to do, if that number of staff is adequate?

**Mrs. Oleson:** That subject was reviewed when we did a management study, and it was felt that the numbers were appropriate. Of course every department would always like to have more staff, but in the review of it, it was determined that there were adequate staff levels.

**Ms. Gray:** In regard to filling of staffing positions, in terms of the actual final authority as to who is hired, where does that final authority lie? Is it with the Minister, or with the Deputy Minister, where does that authority lie?

**Mrs. Oleson:** The Deputy Minister is the senior employing authority within the department.

**Ms. Gray:** Therefore, with any positions—as an example, some of the clerical positions—as far as once a competition is held and recommendations are made, is the Minister saying the final signing authority for that person, for any positions, goes up to the Deputy Minister level? Is that correct?

**Mrs. Oleson:** The director of personnel has designated authority up to a certain level—after that level, the Deputy Minister.

**Ms. Gray:** Can the Minister tell us if there are any situations in the department where employees are in a payback situation, where they have to pay back dollars for changes or concerns that have happened because of salary changes in classification? Are any employees in a payback situation?

**Mrs. Oleson:** We are aware of one in the Winnipeg region.

**Ms. Gray:** Could the Minister tell us how that person ended up in a payback situation, and does she have an indication of the amount of the money? Are we talking about a couple of hundred dollars, or are we talking about thousands of dollars?

**Mrs. Oleson:** In the review of the classifications it was determined that one staff person had been overpaid, and that money would have to be recouped, but discussions have taken place with the person and they are reaching an agreement as to how it can be paid back.

**Ms. Gray:** Are there any regulations in regard to the amount of money, or how much money has to be paid back, or is there a particular period of time within which that person would have to pay back the money?

**Mrs. Oleson:** It is a negotiable matter which can be negotiated with the particular staff member.

**Ms. Gray:** Now I ask the question, given that this payback situation is, I would say partially or wholly a result of reorganization and dispute which in fact is still ongoing and is probably in the fourth year, could I assume that person would have at least the same amount of time to pay back the money?

**Mrs. Oleson:** That is a possibility.

**Ms. Gray:** I am wondering if the Minister could tell us, does she have an update of the number of grievances that have gone through the department in this past fiscal year and how many have been resolved and how many are still outstanding?

**Mrs. Oleson:** I am told that there are somewhere in the neighbourhood of 20 to 25 grievances. The Member must be aware, of course, that there are about 2,000 employees, so you should consider it in that light.

**Ms. Gray:** That number of 25, is that the number of grievances that there have been over the past year, or is that the number that are still ongoing? Of those 25, how many have been resolved?

**Mrs. Oleson:** We will have to bring back the specific information to the Member as to the disposition of those particular grievances.

**Ms. Wasylycia-Leis:** Let me just focus on a few questions in this area, particularly with respect to the issue already raised by the Member for Ellice (Ms. Gray), that of the way in which Mary Humphrey was removed from her position. I would like to try to get the record straight on this. I think the Minister has been not straightforward and forthcoming in terms of her responses to the questions to date.

I think what we saw with the removal of Mary Humphrey from the position of director of the Child Day Care office was one of the most callous, cold-hearted moves we have seen anywhere in Government to date. I think it deserves more of an explanation than has been forthcoming from the Minister to date.



For the Minister to suggest this evening that this was a mutual decision, she clearly left the impression that there was a discussion between her department and Mary Humphrey and the final solution was a mutually arrived at one, is I believe not a clear, accurate presentation of the circumstances. By all accounts, this decision on the part of the Minister and her department was a complete surprise to Mary Humphrey, a complete blow to her, a complete slap in the face to her contribution to the province in the field of child care and I think it deserves more of an explanation from the Minister.

\* (2110)

I would like to repeat the question the Member for Ellice has already posed and ask the Minister what was the rationale for removing someone who had served this province over a long period of time, I believe over 14 years, had served the province with more than one administration, had actually been touted to be probably the most competent, meritorious civil servant in this policy area anywhere in the country, was seen as competent in her field, and had contributed a great deal to quality of life in this province by many parts of our society, by many groups in our society, by the day care community as a whole, by families everywhere, by other civil servants, by administrations over a number of years?

I think it is imperative upon the Minister tonight to come clean with respect to that callous decision to abruptly remove Mary Humphrey without giving reasons, without coming clean about her own intentions and letting the public know just what her agenda is when it comes to that kind of decision.

**Mrs. Oleson:** Mr. Acting Chairman, to begin with, I reject totally the idea that it was a callous move and that it was a slap in the face to someone who has worked, as Mary has, in public service for a number of years. She did work for some time in the day care office. We recognize her contribution, and she continues to make a contribution to the social services field in Manitoba and I am sure will continue to do so. There were discussions that took place with her as to her position in the department, and when it was suggested that she move to the position she now holds, she was in agreement with that.

I do not think it is fair for the Member to go on at such length about this. I can recall over the years some of the moves that were made with people in the Civil Service in the NDP tenure. I do not think that I need to stand here and apologize for moving someone from one position to another, as a management decision, when I think of some of the moves that were made in the past by the Government of which the Member for St. Johns (Ms. Wasylycia-Leis) was a Member of that Cabinet.

**Ms. Wasylycia-Leis:** Mr. Acting Chairperson, let me repeat my question more clearly and ask the Minister, since she has failed to answer it yet this evening, why she felt it necessary to move Mary Humphrey? One makes those kinds of decisions on the basis of certain

criteria. Obviously there must have been something in the Minister's mind, her Government's mind when they made this decision.

We would like to know what those factors were. Was the Minister not happy with Mary Humphrey's contribution, even though she was regarded as among the best in her field, not only in this province but in the country? Was there a problem in terms of the Minister needing a scapegoat given the fact that this happened at the height of the battle that the Minister found herself in, this past summer, with respect to the mismanagement around the closing of Jefferson Mini-Skool, with the mishandling of the situation with respect to Raggedy-Ann, with respect to the widespread discontent in the child care community, and the fact that the Minister had misread the intentions of that community?

Was it a need on her part to scapegoat someone, or was it, in fact, Mr. Acting Chairperson, clearly a step on the part of the Minister's agenda to remove but one more obstacle in her path in terms of a quality, accessible, affordable child care system? Was this one more attempt to remove obstacles in her way to dismantle the child care system? What of those factors were at play here? There has to be some account for the removal of someone that expert in her field, so recognized across this country in terms of quality child care policy.

**Mrs. Oleson:** There are quite a few subjects that could be addressed in that short discourse by the Member, but first of all, I do not need a scapegoat in this department. I do not need it particularly in the day care office. I reject the fact that I have mismanaged the day care office and that I am dismantling it, and all the other totally—

**An Honourable Member:** Unacceptable.

**Mrs. Oleson:** Right, unacceptable—

**An Honourable Member:** Disgraceful.

**Mrs. Oleson:** Thank you, things that the Member had said.

If our Government had set out to dismantle the day care system, we would not have increased its funding by 16 percent. We would not be working as hard as we are, and we are working very hard, to resolve the financial problems within the day care field. If we had set about to dismantle it, we would have cut the funding. If you go about dismantling something, you cut it back and you do not let it function. What we are doing is increasing the funding. In the two successive budgets that we have brought before this House, we have increased day care funding to the tune of—in those two budgets—45 percent. Now that to me is not dismantling the system.

The system itself is touted to be one of the best in Canada. I am not disputing that. We have severe funding problems and those problems are being addressed, but there is no way that I will take credit for using anyone as a scapegoat in my department, because that is simply not the case.

There was no mismanagement of the Raggedy-Ann case. The case was dealt with, as it should have been dealt with, by the day care office. When it was drawn to our attention eventually by persons who were complaining, when we finally received those letters from them, we acted upon them immediately and interviewed those people. I make no apologies for the way that situation was handled.

When we are amalgamating a department and we are changing systems within it, there are management decisions that are taken, and this was strictly a management decision.

**Ms. Wasylycia-Leis:** So if the Minister agrees that we have one of the best day care programs in the country, and she agrees that Mary Humphrey was quite capable in her work, could the Minister explain why, if she is committed to the program, she would remove the best person in the country to do the job, to carry it forward in terms of the necessary stages of development required, in terms of following through on a quality, affordable, accessible child care program?

Why would she remove the best person to do the job? Why would she remove the person that any other Government in this country would be anxious to have on staff to work toward quality accessible child care? I would like some clear answers from the Minister since that has not been forthcoming yet.

**Mrs. Oleson:** I think, first of all, that the Member really should be aware that I think she is doing Ms. Humphrey a great disservice by all this discussion of her position, ongoing from Day One in the media and in the House and everywhere else, and particularly now that the matter has settled down and Mary is in the position she is in. I think the Member should realize it for what it is; it is a management decision within the department. The prerogative of the Government to make decisions, that is what is part of the action when you are in Government, is making decisions.

I think also it is a disservice to the new director of day care, to be going on at such length about this matter. I think that it is a disservice to her. She has moved into that department to take charge, as director of child care, and is a very capable person. I think you are doing her a disservice also by discussing this so much in the House.

\* (2120)

I think you should see it for what it is, it is a management decision. Changes are often made within Government, Members should know that. I am sure she made some changes when she was a Minister of whatever department she was Minister of. I am not going to stand here and say that everyone should always be in the same position they are. People change from time to time. My Deputy Minister used to work in the day care office. Do you want her still to be working in the day care office?

**Ms. Wasylycia-Leis:** The only disservice happening here this evening is the fact that this Minister has continued in her line of supporting the most callous,

cold-hearted decision in removing someone who was good at her job, wanted to continue doing that job, and was needed by this province to do that job. The disservice is on the part of this Minister to the people and families and child care workers of the Province of Manitoba.

I would like to follow up on a comment she made previously with respect to the response by the child care community when it became apparent to the broader public that the Minister was moving on this decision, was embarking on this course of action, to remove Mary Humphrey from the position of director of the child day care office. The Minister, this evening, has said that it is interesting the community responded before the decision was taken, but apparently did not care after the decision was made.

(Mr. Chairman in the Chair)

Is the Minister suggesting that the comments and concerns, the letters of outrage, the letters of emotion, of passion, of genuine concern were frivolous? Is the Minister suggesting that those concerns were frivolous on the part of the Manitoba child care community? That the hundreds of child care professionals, of parents, of board members who wrote to her, who wrote to the Premier (Mr. Filmon) expressing their deep concern about this decision on the part of the Government, is she suggesting that they were done frivolously or for political purposes? Is she not prepared to recognize the genuine concern that the community has expressed in terms of this decision, to recognize that the concerns still remain in the community, and to recognize that will be a deeply felt matter for many, many years to come?

**Mrs. Oleson:** Mr. Chairman, I do reject the Member's remark that I thought it was frivolous. No, the people who wrote were genuinely concerned, and that certainly is their right—to express their opinions; and, as I said, I do respect the opinions. I received many letters on this subject, and certainly I do not say they were frivolous.

I will say that since that move has taken place my staff, the new director and the ADM of that area, have met with the Manitoba Child Care Association, and they have expressed the wish to work with the new director and continue to work with the Government and have input into day care matters. I know that they are disappointed with that move, but I think they respect that it is the right of Government to make management decisions.

**Ms. Gray:** The Minister indicates that the child care association has met with the new director and ADM and has expressed a wish to work with him, and she seems to imply that is the association giving their vote of confidence to these people and not being concerned about the change. I do not know what the Minister would expect the child care association to do, no matter who is in the new position. Of course, it is in their best interests as an association to attempt to work with whatever Minister is in power and whatever senior management and middle managers are in power. Of course, they are a professional group of people and

present a professional image, and they would do nothing less than attempt in good faith to work with anyone who was in the particular job.

Going back to the Human Resources Department and the removal of Mary Humphrey in that position, I am wondering if the Minister could tell us when that decision was made initially that Mary Humphrey be removed from that job, and was human resources services consulted in that decision?

**Mrs. Oleson:** I cannot give the Member a definitive, exact date when that decision was made. It was some time during reorganization. Yes, human services were consulted, and the Civil Service Commission also.

**Ms. Gray:** Could the Minister tell us, did the human resources and/or Civil Service have any suggestions or thoughts, if the Minister succeeded in removing Mary Humphrey, as to what the plan of attack should be in regard to filling that particular director vacancy?

**Mrs. Oleson:** I do not know really what the Member means by "attack." We are not attacking anybody. Anyway, it was decided that we would move someone from within the department into that position.

**Ms. Gray:** Mr. Chairperson, it was a phrase, "plan of attack," which I know is used in many parts of the province and certainly in Glenboro since I have a number of relatives there, and it is a common cliché—"plan of attack."

Why I was asking the question and what I want to know is—the Minister said that it was decided to put someone else in that position—was there any thought that the position should then be bulletined and opened up to civil servants? It is a closed competition. Was there any discussion that there should be a person appointed to that position who maybe even was not a civil servant? I am asking what options were suggested, given that the decision was already made, whether good or bad, that Mary Humphrey should be removed from that position.

**Mrs. Oleson:** Mr. Chairman, yes, there were many options considered. The ultimate decision was, as the Member knows, that there would be a transfer from within the department.

**Ms. Gray:** Could the Minister tell us how many people were approached and asked if they wanted the job as director of child day care?

**Mrs. Oleson:** There were informal discussions held with people, but this is really an internal staffing matter.

**Ms. Gray:** The Minister said there were informal discussions. What does she mean by "informal discussions"? Does she mean by "informal discussions" that individuals were actually asked if they would take on that position? Is that what she considers informal?

**Mrs. Oleson:** There was consideration given to hiring from outside the department. When a change, any change, is to be made, you consider all your options.

You would be rather foolish not to, so there were different considerations in play. But, as the Member knows, the ultimate decision was to hire from within the department.

**Ms. Gray:** How many people were offered the job from without the department and turned it down?

**Mrs. Oleson:** There was no formal offer made to anyone outside the department.

\* (2130)

**Ms. Gray:** My information tells me that in fact there was a formal offer made to at least one individual, if not more, and in fact there was a salary attached to that of some \$60,000.00. So perhaps the Minister could tell me who was making those decisions. Obviously, it was not the Minister.

**Mrs. Oleson:** I am not aware of anyone being offered an exact salary. I said informal discussions took place with people, but, no, I think the Member is in error.

**Ms. Gray:** I do not believe I am in error since the information that I have is that at least one individual, who was not at that time a civil servant, was offered the job and was offered a particular salary, and was offered that job more than once, but decided to turn it down. Is the Minister then indicating that she herself had no knowledge of any negotiations which were going on in regard to how that position of Child Day Care director would be filled?

**Mrs. Oleson:** Discussions took place with individuals and ultimately the decision was to transfer from within the department.

**Ms. Gray:** Again, I would ask the Minister: who specifically made the recommendation that there should be a change in the Day Care director?

**Mrs. Oleson:** It is an internal matter. The Member should be aware that discussions take place between Ministers and their staff at various times, on various subjects, and ultimately decisions are made on the basis of those discussions.

**Ms. Gray:** Can the Minister indicate to us where positions become vacant or where there are changes in senior management positions, is it going to be common practice of this particular Government and this Minister that individuals would be sought outside the Civil Service in regard to filling those positions, as opposed to promoting from within?

**Mrs. Oleson:** Of most positions that become vacant, most senior positions are bulletined—not all; sometimes there are transfers within. There are various ways of filling positions. Usually with senior management you want to attract the best candidates possible. You bulletin inside and outside the department, depending on the particular position. Different circumstances alter cases, but in most cases it would be bulletined externally as well as internally.

**Mr. Chairman:** Shall the item pass—pass. (g)(2) Other Expenditures \$60,100—pass.

(h) Social Services Advisory Committee (1) Salaries \$84,100—the Member for Ellice.

**Ms. Gray:** Can the Minister tell us whether this particular advisory committee deals with appeals through The Social Services Administration Act? Is this the section where in fact appeals will now be heard in regard to vocational rehabilitation and people not being eligible or not receiving service?

**Mrs. Oleson:** Yes, that is the case. The decision was taken to do with the agreement; there needed to be an appeal mechanism. It was decided that instead of setting up another appeal board, we would assign those appeals to the Social Services Advisory Committee, and that, I believe, is in effect as of the first of the year.

**Ms. Gray:** Could the Minister clarify for me? Now is this in regard to individuals who have not been accepted for application through the VRDP Committee? Is it as specific as that, or is it more general?

**Mrs. Oleson:** It is with regard to their eligibility for the services. I think we could have a better discussion of that under the other section of the department. But it deals with eligibility. As it is a new venture for that, we have not, of course—not to my knowledge anyway, unless it appeared this last week—had any appeals, so we do not know, of course, the nature of what appeals will take place. But it is my understanding that it is on eligibility.

**Ms. Gray:** I am prepared to ask further questions later on, but could the Minister indicate, given there has just been a recent announcement in regard to this appeal mechanism, where the need came from? What need was identified in regard to needing a particular body who would see appeals? Is there a large number of people who are apparently not eligible, who are quite concerned in feeling that they are not getting due treatment? Is that the reason?

**Mrs. Oleson:** No, that was the instigator of this because it is felt that there will not be many appeals; at least it is not anticipated there will be many. It is part of the cost-sharing agreement with VRDP. There is a stipulation that there has to be an appeal mechanism. For that reason we assign the Social Services Advisory Committee, as I indicated before, instead of setting up a whole new committee. We felt that they could handle that. We will be monitoring that closely to see just how it increases their workload. We have not increased their membership because of it as yet. If we find it necessary, then we will make that alteration.

**Ms. Gray:** Mr. Chairperson, under the expected results there is an indication that there will be a resolution of approximately 650 appeals for '89-90. Could the Minister tell us what the number of appeals has been for the past two fiscal years in regard to—is 650 going to be higher, is it lower?

**Mrs. Oleson:** Mr. Chairman, I can give the Member the actuals for the last few years. For instance, in '85-86, 383; in '86-87, 398; in '87-88, 455; and in '88-89, 601. Its anticipated projection is 650. I believe that was what the Member was asking.

**Ms. Gray:** Mr. Chairperson, the figures would indicate that that has been almost doubling from '85 to '88-89. Does the Minister have information as to what seems to be a large increase in number of appeals, why that would be?

**Mrs. Oleson:** My staff inform me that they are probably doing a better job of advising people that they have the right to appeal, and that is probably the case. People are becoming more aware of their rights and more aware that they can appeal decisions of either the municipalities or the provincial system.

**Ms. Gray:** Mr. Chairperson, in the last year with the number of appeals with the resolution of that particular number, does the Minister have a breakdown as to the results of those appeals? Were they in favour of the appellant? Were they in favour of management? What was the breakdown of resolution of appeals?

\* (2140)

**Mrs. Oleson:** I have that information, but we do not have it with us tonight. We could provide it to the Member.

**Ms. Gray:** Mr. Chairperson, I have a few more questions on that area, but they would relate to those particular statistics, so I would wait for my questions in that area.

**Mr. Chairman:** Will the item pass? The Member for St. Johns.

**Ms. Wasylycia-Leis:** Yes, thank you, just a couple of questions. Could the Minister indicate how many appeals went to the Advisory Committee from Raggedy-Ann Day Nurseries?

**Mrs. Oleson:** There was one appeal that was heard and resolved, and the second appeal has been postponed. I am not sure the date that it is set for.

**Ms. Wasylycia-Leis:** Does the 48-hour turnaround apply to the child care area as well as for all the other areas?

**Mrs. Oleson:** Mr. Chairman, they will have to get that information for the Member. I know there is a turnaround time for social assistance, but we will have to check on what the turnaround time—if the same rules apply for day care, I am not sure at this moment.

**Ms. Wasylycia-Leis:** I would appreciate that because I believe the response time for the Raggedy-Ann appeal was much longer than 48 hours, but I would be anxious to get the exact figures on that. Could the Minister indicate if the Advisory Committee has ever advised on policy changes and legislation as pertaining to the third paragraph under Activity Identification, and if so,

on what matters of policy and changes in legislation the committee has made recommendation on?

**Mrs. Oleson:** Mr. Chairman, I believe in the past they have performed that function, and so far they have not brought anything to my attention in particular to do with changes in policy, but that is part of their function should they choose to do so.

**Ms. Wasylycia-Leis:** Mr. Chairperson, would it be possible to get a breakdown of the appeals for each of the areas that the Social Services Advisory Committee deals with?

**Mrs. Oleson:** Mr. Chairman, in '88-89, municipal assistance, there were 259 appeals; social allowances, 286; 55 Plus, 22; day care subsidies, 28; licensing of day care centres, nil; licensing of residential care facilities, 6; making a total of 601 for the fiscal year '88-89.

**Ms. Wasylycia-Leis:** Is it possible to get a list of the members on the Social Services Advisory Committee?

**Mrs. Oleson:** The list—the Chairperson is Don Tirschmann from Winnipeg, Vice-chair Judy Slaughter from Winnipeg, and personnel on the committee are: Shirley Grosky from The Pas; R. Bruce Beatson, Winnipeg; Randy Diduch, Winnipeg; Ter Brousseau, Winnipeg; Anita Lee, Winnipeg; Cheryl Pickering, Winnipeg; Juanina Grosskamper, Winnipeg; Natalie Drumbolski, Winnipeg; Ormer Graham of Wawanesa; Eileen Forsyth of Russell; Harry Desjarlais of Amaranth; Arlene Crabbe of MacGregor; and Clair Diaf (phonetic) from Carberry.

**Mr. Chairman:** Shall the item pass? Pass.

(h)(2) Other Expenditures, \$98,800—pass.

No. 2. Registration and Licensing Services (a) Vital Statistics: Provides for the registration and certification of records of vital events and public services related to The Marriage Act, The Vital Statistics Act, The Change of Name Act, and The Child Welfare Act. (1) Salaries, \$807,200—pass.

(2) Other Expenditures, \$254,900—pass.

(b) Residential Care Licensing: Licenses community residential care facilities and monitors compliance with licensing standards. (1) Salaries, \$296,000—the Member for Ellice.

**Ms. Gray:** Under this particular section I see that Residential Care Licensing will now be under the division of the Income Security and Management Services. Can the Minister indicate for us the rationale for putting this particular branch under that particular division?

**Mrs. Oleson:** If the Member would take note, I believe it was under Admin and Finance before.

**Ms. Gray:** I asked the question because I was wondering if there was any thought given to having Residential Care Licensing in with the program piece

of the—or even decentralizing—moving some of those people into the program areas, Aged and Infirm, Group Homes for Mentally Handicapped, et cetera.

**Mrs. Oleson:** I suppose that could be considered, but they are a licensing body and not a program deliverer. Their function is to license these care facilities.

**Ms. Gray:** Earlier this year there was an article in the Brandon Sun, I believe, about a concern about a particular licensed facility in Brandon—I forget whether it was aged infirmed or for post-mentally ill—where there had been a fire and there had been an indication there were no smoke detectors. I am wondering if the Minister has any updated information on that particular situation.

**Mrs. Oleson:** I am informed by the department that there were in fact smoke detectors in the building but they were defective. They have since been rectified and should be in working order.

**Ms. Gray:** Mr. Chairperson, if the smoke detectors were defective, were there any consequences of that in regard to directions to the particular care providers, ie. were they delinquent in making sure the smoke detectors were working? Was there a provisional licence as a consequence? What was the result of that?

**Mrs. Oleson:** As I understand it, it was a malfunction with the smoke detectors, so we really could not take the people to task too firmly if it was a malfunction in equipment. That, as I understand it, has since been rectified.

**Ms. Gray:** Mr. Chairperson, last year in Estimates there was a lengthy discussion on who has the responsibility for what in regard to licensing of many of the residential care facilities. In particular we got into a discussion in regard to group homes or community residences for the mentally handicapped. There was some discussion, I believe, in Estimates last year about some further discussion that would occur in regard to clearly identifying who had responsibility for what. The Minister has indicated this evening that this particular section, Residential Care Licensing, is not responsible for program standards. Am I correct in hearing what she said? If they are not responsible for program standards, are those program standards part of the licensing process at all?

**Mrs. Oleson:** The program standards are looked after by the program directors, but the Residential Care Licensing branch does attempt to work with program directors in concert to attempt to make sure that everything is in order. This primarily licenses the facilities, makes sure they comply with the standards for licensing.

**Ms. Gray:** If program standards or programs were felt to not be in place in any of these community residences, which were about to open or were seeking a licence, would in fact that community residence be given a licence if the program standards or program activities were not in place?

**Mrs. Oleson:** Mr. Chairman, there would be consultation between the Residential Licensing department and the program directors to try and make sure that everything was in place before a licence was granted. So there is consultation and discussion between those two groups.

**Ms. Gray:** Has there been any clearer policy established in regard to size of residences? Again, there was a discussion last year about a move towards smaller residences in the community, whether they be for aged infirmed, or post-mentally ill or the mentally handicapped. I am wondering if there is any policy on the books in regard to what is considered optimum size of community residences.

\* (2150)

**Mrs. Oleson:** No, Mr. Chairman, there has not been anything specifically indicated as to policy with regard to size. From the point of view of my department with group homes, for instance, we have not been in a position to be getting into more group homes in this particular budget, so perhaps that is one reason—but I would imagine that the Health Department would like to have input into subjects that pertain to their jurisdiction and those discussions can take place. It is just that we do not have anything absolutely written, carved in stone at the moment with regard to size. I think it would vary with the—there are many circumstances that would cause a variation in sizes of group homes.

**Ms. Gray:** Mr. Chairperson, it is indicated that the reviewing of these licensed facilities is carried on on a biannual basis. Are there regional staff or other staff who regularly go into the residences that the Residential Care Licensing is aware of, so that they, as a licensing body, are assured that, other than twice a year, there is some other regular monitoring of these facilities?

**Mrs. Oleson:** In addition to the licensing visits, of course the Member will be aware that there are visits from time to time by program staff, so that takes place as well.

**Ms. Gray:** Can the Minister tell us which program staff would be responsible for the aged and infirm facilities?

**Mrs. Oleson:** Regional staff would be responsible for that.

**Ms. Gray:** Are there particular regional staff within a particular program that assume that responsibility, given that when one thinks of aged and infirm one thinks of home care, and I know it is not the home-care staff that are responsible, so is there a particular program? My further question is, in each and every facility, where it is licensed as aged and infirm, across the province is there at least one other program-designated person who is in regular contact with those facilities?

**Mrs. Oleson:** These questions would really be more appropriately put to the Health Minister (Mr. Orchard), and you probably did during Estimates of the Health

Department—I was not able to attend them. But with regard to the mentally handicapped group homes, the program people from my department, of course, are the ones that I am referring to that go into them. As far as the aged and infirm, for instance, senior personal care homes and that sort of thing, that is under the prerogative of the Health Department.

**Ms. Gray:** I am not referring to personal care homes, I am referring to aged and infirm homes, which, I am sure the staff are aware, is a specific category. Although some of the staff who go into those homes may be employees of the Department of Health, I would assume that Residential Care Licensing would certainly have a grasp on the situation, particularly in regard to aged and infirm homes, given that over the past couple of years there have been incidences in the paper where there has been a potential closure of some of those homes.

So my question would be: within Residential Care Licensing in this department, are they aware, are they assured that in those aged and infirmed facilities, because they only monitor on a biannual basis, that in fact there is at least one designated program or regional person who does monitor those homes on a regular basis?

**Mrs. Oleson:** Within the Winnipeg region, as I understand it, there is a rotation of workers that go into these homes. They may be assigned a home or several homes, depending on size. So within the Winnipeg region that would be the case.

**Ms. Gray:** Is there a similar situation or procedure set up in the rural and northern regions?

**Mrs. Oleson:** I am informed there are no homes of that type in the rural areas. If they were under our department we would be monitoring them as I have indicated. Of course personal care homes have their own staff, and that would not be the case. But I am informed there are none that we license.

**Ms. Gray:** Can the Minister tell us if there have been any new homes that have been given letters of approval or licensed within this past fiscal year?

**Mrs. Oleson:** Approximately 12 have received letters of approval.

**Ms. Gray:** Mr. Chairperson, 12 have received letters of approval. Can the Minister tell us what the categories are of those homes? Are they homes for the mentally handicapped, are they aged and infirmed? Does she have a breakdown of the categories of those 12 that have been approved?

**Mrs. Oleson:** We will have to get that information for the Member, but we will provide her with it.

**Ms. Gray:** Can the Minister tell us, have there been any letters of approval that have been revoked, or any licences that have been revoked over the past year?

**Mrs. Oleson:** No.

**Monday, January 8, 1990**

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**Ms. Gray:** Mr. Chairperson, could the Minister indicate to us, is this particular section, Residential Care Licensing—do they work at all with Research and Planning, as an example, or any of the program directorates to really establish what future goals and objectives may be in regard to the move toward more community living arrangements for a number of our vulnerable citizens? Is this particular section working on any type of committee to really look at the next two or three years and what that will mean in regard to community residential care?

**Mrs. Oleson:** Mr. Chairman, this branch works with the existing programs. It is not their function to work on policy or work with Research and Planning. They work with existing programs.

**Mr. Chairman:** Shall the item pass—pass.

(b)(2) Other Expenditures, \$27,500—pass.

Resolution No. 44: BE IT RESOLVED that there be granted to Her Majesty a sum not exceeding \$1,385,600 for Family Services, Registration and Licensing Services, for the fiscal year ending the 31st day of March, 1990—pass.

The hour being 10 p.m., what is the will of the committee? Committee rise and call in the Speaker.

**IN SESSION**

**The Acting Speaker (Mr. Gilleshammer):** The hour being 10 p.m., this House is adjourned and stands adjourned until 1:30 p.m. tomorrow (Tuesday).