



DEC 20 2018

MS. JULIE GREEN  
MLA, YELLOWKNIFE CENTRE

**Oral Question 455-18(3): Child and Family Services**

This letter is in follow up to the Oral Question you raised on October 26, 2018 regarding Child and Family Services.

In order to address the resource and staffing issues identified by the Auditor General, I have directed the Department strengthen its recruitment and retention activities, as well as work through the Business Planning process and move quickly to make sure we have the financial and human resources in place to meet demand.

We have identified human resource needs for the system through a caseload analysis, which was informed by key factors presented in the Child Welfare League of Canada Report, information from the Child Welfare League of America, NWT specific data, and staff feedback.

Under my direction, the Department has begun staffing in anticipation of the approval of these Child and Family Services positions by the way of anticipatory hiring and eligibility lists. For example, as noted in the House, we have established and filled five of the seven foster parent coordinator positions within the authority. We are also developing a Human Resource Plan to address the issue of recruitment and retention.

With respect to your question on accreditation, the goal of accreditation is to support quality improvement across the health and social services system. As such it will complement and support our work to improve quality in Child and Family Services.

The NTHSSA is hiring an Accreditation Project Officer. This position along with the Accreditation Teams and Leadership Forum may reduce the burden placed upon the Child and Family Services team. However, I will check in

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regularly with the NTHSSA to determine if we need to bring in extra staff so that Child and Family Services employees can concentrate on the important work of providing services for children and families.

Thank you.



Glen Abernethy  
Minister of Health and Social Services

c Mr. Tim Mercer  
Clerk of the Legislative Assembly

Mr. David Hastings  
Legislative Coordinator  
Department of Executive and Indigenous Affairs