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Correctional Service
Canada

Service correctionnel
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LET'S

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VOL. 8 NO. 1 JANUARY 15, 1983



Historic accord between CSC and the Interfaith Committee on Chaplaincy is signed Jan. 25. Rev. **Goodwill MacDougall**, committee chairman, and Solicitor General **Bob Kaplan** make it official in this photograph with, from the left, CSC Senior Deputy Commissioner **Roma Bertrand**, Father **Raymond Murray Tardiff**, committee member, Father **Gabriel Savignac**, acting CSC chaplain general, Rev. **Leon C. Gilbertson**, Interfaith vice-president, Rev. **Ron Nash**, Ontario Region chaplain general, Father **Raymond-Marie Tardif**, Collins Bay Institution chaplain, and **Dan Weir**, director, policy and procedures CSC Offender programs Branch NHQ.



Laval wins Inspector General's Award for excellence in management in May. Presentation is by Inspector General **Al Wrenshall** (left) and Commissioner **Yeomans** to Laval Warden **Pierre Viau**.



The Prison for Women's new "Office of the Future" by Inmate Employment Branch became fully operational, teaching women inmates contemporary word processing skills. Inmate **Lisa Knowles** is at the keyboard under direction from installation manager, **Joyce Houston**.

The year was 1982!

CSC's 1982 will be remembered for its many achievements, the professionalism of its staff, the sudden tragedy that struck Archambault in July and the continuing change. Accreditation's march left no less than 42 institutions and parole district offices accredited by year end. Priority given staff training and development, and preventive security, is returning dividends in 1983. Agribusiness found ways to proceed with more expansion but at lower cost. In fact, expansion was not the keyword for 1982 as it has been in the past. Restraint was. The accord between CSC and the Interfaith Committee on Chaplaincy was a landmark. Preparatory work to automate financial and operational information systems at the institutional level matured into serviceable and practical features of the CSC workplace during the year. The year also held a tragedy when three officers died in the line of duty in one incident. We remembered them and 18 others who fell before them in memorial services. While memorials can never replace the staff who died, those who remain to carry on do them honor by reflecting on the serious and necessary job we do in Canadian society.



There are several runs during the year for charitable causes, including the **Terry Fox Run** in Mission, B.C. Sept. 19 by **Ron Macdonald**, Matsqui Institution, **Eldon Edwards**, Abbotsford District Office, **Anne Pritchard**, Abbotsford District Office, and **Charlie McGraw**, National Correctional Staff College Pacific.



Every year there's a round of shooting competitions at the three levels. Here, following the Ontario Regional Shoot June 4, Millhaven Institution's **Fred Sisson** presents replicas of the CX Rifle Team Trophy to **Terry Murphy**, **Dave Tizzard** and **Dick Libby**.



Dave Dykstra, Red Deer parole area manager, receives a Commissioner's Citation for Bravery from the Solicitor General. Story under "November".

Canada



The May National Administrators' Conference in Ottawa and the Commissioner dubs it the "year of the computer." Here George Caron, Prison for Women, Jean-Paul Dallaire, Montée St-François, and Sepp Tschiewschwitz, Elbow Lake, watch a computer demonstration. Later the administrators played video games to get the feel of a computer.



ERT Spiderman in training



Prison for Women awards "Officers of the Year"

Two employees of the Prison for Women were honored, March 10, with plaques in a ceremony recognizing them as "officers of the year." This is an annual event and officers in the uniformed and non-uniformed category are selected by their peers. This year's winners — CX-2 Shirley Draper, (left), and hospital clerk, Marlene Montgomery.



Carol Kreiker and Tom Breckner, (Prairies RPC) participate in Saskatchewan's Telemiracle '82.



Alan Mason is appointed national coordinator for native programs.

Year of computer, staff training and development

January

- Mission Institution's new warden Jan. 7, is Wayne Scissons, who replaces John Stonoski. Stonoski became warden of Kent Institution in November, 1981, while Scissons was assistant warden of security at Dorchester Penitentiary.
- Two "snow jobs" are foiled in Ontario Region due to alert staff—inmates had dressed themselves in white to take advantage of snowstorms Jan. 10 and 12, at Kingston Penitentiary and Millhaven Institution, respectively.
- The year is begun with the highest inmate count in history — over 10,000 by the week ending December 29, 1981. Inmate Population Management Director Howard Mansfield at NHQ reports.
- Five regions send Emergency Response Team (ERT) specialists to Kingston Jan. 20-21 to finalize a training curriculum covering weapons, physical fitness, self defence and disarming tactics, communications, use of baton, crowd control and assault and rescue.
- René Rousseau is officially appointed warden, Leclerc Institution, a post he held as acting warden since June, 1981. Rousseau, who joined CSC as a teacher in 1967, is later installed in a change-of-command ceremony Feb. 28.
- A historic accord is signed between the Interfaith Committee on Chaplaincy and CSC by Solicitor General Bob Kaplan, on behalf of the Service, and Dr. Goodwill MacDougall, committee chairman, Jan. 25. Under the agreement, new chaplains work in CSC under a six-year contract instead of as permanent employees. The agreement wraps up a study by a three-man task force on the role and quality of chaplaincy in the federal correctional system.

February

- A new treatment program giving intensive counselling for convicted child molesters is launched in the first week of February at Kingston Penitentiary. It is under the direction of Dr. William Marshall, of Queen's University, for a 14-month trial period and is to cost \$130,000.
- Millhaven Institution achieves a milestone on February 9 — Don Turner, assistant warden industries, and Henning Hansen, chairman of the local Industrial Accident Prevention Association register no less than 97,500 man-hours worked without a time-lost accident. Well in excess of 100,000 man-hours are worked when staff work time is also taken into consideration.
- Beginning Feb. 13, Archambault Institution holds 10 consecutive "Family Saturdays" for staff members.
- On February 15, Jim Leppington, assistant warden industries at Matsqui receives the Commissioner's Citation for Meritorious Service for his role in construction of a "tent city" at the institution following a riot in June, 1981. Local helicopter pilot Andrew Roe, and Matsqui Police Corporal Patrick McBride each receive the Commissioner's Citation for Bravery.
- Saskatchewan Penitentiary helps with the provincial winter games Feb. 21-27 by making 500 bunk bed units and working closely with the

Games Committee.

- A new word processing centre opens at Prison for Women Feb. 24. Although first set up in April the previous year, the centre now becomes fully operational under its "Office of the Future" theme.
- The gold goes 'West' — to Warkworth Institution — as the Warkworth hockey team wins the (Bill) Morrison Trophy at Springhill Institution in a final game against the Parole Service, which takes the Moosehead Trophy.
- Ste.-Anne-des-Plaines Institution is providing drinking water to citizens of the municipality surrounding the institution until a town water pollution problem is remedied.

March

- On March 5, the plug is pulled, and an old "mule" dies in Atlantic Region. It is the end of an era, when the old Finance computer is put aside in favor of going 'on-line' in a new Service-wide system. Claude Dumaine, Atlantic regional executive officer, announces that while the region is only piloting the new financial system, it soon becomes on-going office routine for Dorchester, Springhill and Regional Headquarters.
- NHQ completes its move from the Killeany Building at 460 O'Connor Street back to a refurbished Sir Wilfrid Laurier Building at 340 Laurier Avenue West, Ottawa.
- The Warkworth A team is victorious following the Third Annual Millhaven Invitational Hockey Tournament at Henderson Arena in Amherstview March 12.
- CX-2 Shirley Draper, and hospital clerk Marlene Montgomery, both of the Prison for Women, are named "Officers of the Year" by their peers in a ceremony on March 10.
- Alain Tardif, MP for Richmond-Wolfe, Quebec is appointed parliamentary secretary to Solicitor General Bob Kaplan, replacing Céline Hervieux-Payette.

April

- NHQ begins operating a new administrative division under Tom Epp, former executive assistant to the Commissioner and Senior Deputy Commissioner. Administrative services, under acting chief Marina Drain, office services under Dick Tracy, chief, record services under Ted Jamieson, director, and administrative policy are the four principal organizations.
- Alan Mason, a full-status Indian from Bella Bella, B.C., is appointed CSC's national coordinator for Native programs.
- Let's Talk publishes a special issue, Parole— Past and Present April 15. Includes interviews with National Parole Board Chairman William Outerbridge, Carlton Centre parole officer Gerry Smith, private sector workers, Remission Service employees like Frank Miller, and many more.
- RPC Prairie Region is airlifting forensic psychiatrists to Saskatoon from Britain. England has a training program for the specialists. The doctors spend one month at a time in Canada, and are an answer to the severe shortage of qualified forensic psychiatrists in the region, says Dr. William Davis, then acting medical director of the centre.

April cont'd

• Atlantic Regional Deputy Commissioner **Bob Clark** announces a \$7.2-million facelift for **Dorchester Penitentiary** in Moncton April 28. Some towers are to be rebuilt, boilers replaced, fire protection upgraded, and energy conservation improved. Clark also confirms that **Renous Institution** will soon get underway, to accommodate 250 protective custody and 80 special handling unit inmates.

• Security managers meet in Ottawa April 27-30, including 28 institutional preventive security officers, regional chiefs of preventive security and security investigators. "I've dubbed this the year of preventive security to underline the importance we have given to intelligence in institutions and to the work of our IPSOs," says **Marcel Sauvé**, Deputy Commissioner Security NHQ.

• Warkworth Institution holds its first amateur boxing tournament in the new sports complex April 17, attracting a large crowd of inmates. **Joe Vinkle**, superintendent of recreation, notes boxers from all over Ontario participate in the 12-bout, 2½-hour event.

• Central Ontario Parole District celebrates Volunteer Week by hosting a reception and buffet at the Bond Place Hotel in Toronto April 21. Eighteen volunteers attend including the district's Citizens' Advisory Committee and direct service volunteers. **John Lawrence**, district director makes presentations while **Ron Surgenor**, regional chief, preventive security is guest speaker.

• A study completed in March finds staff prefer athletic facilities to social clubs. Senior Project Officer, **Ray Burzynski**, reports "there is little evidence indicating a strong need or desire for CSC personnel to have messes or clubs for sedentary activities."

• Twenty-one **Drumheller Bulls** show up in the 104-degree (F.) heat of Las Vegas to play in the Seventh Annual Budweiser Slow Pitch Tournament. While the Bulls lose two close games, they still look good — **Wally Robertson's** last slide into third base tears the nose right off the Bull on his uniform, and **Stan Schneider** captures the individual batting crown by hitting 1,000. The goodwill ambassadors are invited to play Vegas again in 1983.

The Constitution

• Queen Elizabeth II's signing of Canada's new Constitution and Charter of Rights and Freedoms April 17 brings forward yet another challenge to CSC.

• CSC legal advisor **Mario Dion** is already looking at the Charter's impact on CSC. He tells Let's Talk the Charter's effect on CSC programs is "really a matter for the courts to decide," and since it's a brand new legal document, there's only a very limited body of law on the subject Canadians can refer to.

• "It's impossible to predict what issues will be raised first in public — or in the courts. We'll just have to wait, see and react," he says.

• While courts in the past have held that an inmate retains all his rights except those taken away expressly by law or implicitly by the fact of incarceration, the rights outlined in the Charter are "guaranteed subject only to reasonable limits . . . prescribed by law . . . which can be justified in a free and democratic society."

• It is possible, Dion adds, that these "reasonable limits" may have

a special meaning in the penitentiary context. For example, limits that may be imposed on the rights of inmates stem from such correctional objectives as security of the institution, best interests of the inmates and compliance with the sentence imposed by the courts.

• A month later, the Director of the American National Institution of Corrections, **Allan Breed**, tells CSC Administrators of one of the strongest tendencies of U.S. corrections — the tendency to litigate everything.

• Breed, who is a member of CSC's own Strategic Planning Committee during 1982, explains there are 31 states with prison systems under court order and 37 states with conditions of confinement being litigated. In the past, Canadian corrections has faced little litigation, but "all this may change with your new Constitution," he says.

• He adds, however, 17 recent U.S. Supreme Court rulings have supported corrections officials as better suited to handle internal corrections and related social issues than the courts.

May

• Archambault Institution raised \$3,093 for the Heart Foundation. The 7044 Council members of the Knights of Columbus organized a heart disease detection clinic and conducted fund-raising.

• CSC puts on an exhibition of arts and hobby crafts at **Dorchester Institution** inmates at the Champlain Place Mall, in Dieppe, N.B. May 13-15. **Dave Chitty**, head social development, and **Fay Clowe**, social development officer, have improved the quality of **Dorchester's** arts and crafts.

• The National Administrators' Spring Conference in Ottawa May 17-21 saturates wardens and directors with information on the role of the computer in corrections. **Gavin Hector** and **Al Price** of NHQ Finance Branch, and **Doug McMillan** and **Deric Knowles**, of NHQ Policy and Planning give a complete review of several computer-based systems revolutionizing the CSC workplace.

• Laval Institution and its staff, represented at the Spring Administrators' Conference by Warden **Pierre Viau**, is presented with the Inspector General's Award for Excellence in management.

• Auditors of the Commission on Accreditation for Corrections perform the first audit in the French language at an institution in Quebec Region during May. **Charles Reusing**, director of operations, Commission on Accreditation, and **Maurice Klein**, Inspector General's Branch oversee the **Leclerc Institution** final audit.

• The Prison Fellowship group at Edmonton Institution holds a fast at the end of May involving 20 outside volunteers and 38 inmates to raise \$2,500 for Prison Fellowship and World Vision, from pledges by staff, inmates and the community.

• Parole officer **Oscar Miller**, Halifax District Office, wins the **John Dunlop Award** for 1981-82, being the choice of the Nova Scotia Criminology and Corrections Association at a meeting in Truro, N.S. May 20.

• The Commissioner's Citation for Meritorious Service goes to **André LeMarier**, Archambault Institution warden, and Dr. **Jean Garneau**, director, inmate affairs at NHQ. LeMarier, 52, has been with CSC for 29 years, in positions from correctional officer to maximum-

Turn p. 4



Kent Institution living unit officer **Gordon Green** said his faith helped him survive a hostage-taking at the institution in July.



In Atlantic Region **Charlie Mahoney**, left, is awarded the **Justin Sullivan Trophy** by Springhill Warden **Al Stevenson**. **Justin Sullivan**, regional manager communications for the region died suddenly July 15. He will be remembered with great affection across the regions for his compassion and his sense of humor.



Shirley Redmond, administrative assistant to **John Braithwaite**, deputy commissioner communications died suddenly May 9. She was known throughout CSC for her commitment and devotion to corrections.



OFFENDER PROGRAMS BRANCH WINS! The 1982 United Way trophy winner at NHQ is **Gordon Pinder's** Offender Programs Branch. Competition ran high for the CSC branch trophy given for the highest percentage contribution to the United Way Campaign. Offender Programs won by the barest of margins, less than a percentage point ahead of the Inspector General Branch. Above, **John Siu**, Deputy Commissioner Policy, Planning and Administration, congratulates **Sue Roberts** and **Al MacDonald** on behalf of Offender Programs. Assisting left, is Technical Services' **Ted Pender**.



"Another Nursing Challenge" is a hit at the Canadian Nurses Association Convention in St. John's, Newfoundland last summer. Nursing Operations Director **Nora Brochu** explains nursing duties in exhibit designed by **Mona Ricks**, Communications Branch NHQ.



In Pacific Region they're getting ready for FINFO. Above **Carol Hendy** takes a whack at the old "mule" of a computer but we hear she missed and the machine was safely returned to its manufacturer!



No less than 42 CSC facilities have been accredited as the year ended. Above in the Accreditation Hall of Fame on the fourth floor at NHQ, **Maurice Klein**, national accreditation coordinator; Inspector General **Al Wrenshall**, and; **Dianne Blackburn**, accreditation assistant.



A new job for **Tom Epp**. He is now Director of the Administration Division at NHQ.



Miss Universe 1982 and retired assistant warden, **Harold Mills**, at CSC's exhibit, Toronto CNE Correctional Exhibition in August.



Dr. **Jean Garneau**, right, is congratulated by friends, **Jean-Paul Dallaire** and **Jean-Paul LeBrun**, after receiving Commissioner's Citation for Meritorious Service in May.



Bill McGrath, executive director of the Canadian Association for the Prevention of Crime, retires after more than 30 years of work in the field.



Collins Bay Olympiad again is a tremendous success.



National Staff College Edmonton Instructor **Kevin George** (left) becomes first Canadian to be certified in the Koga self-defense program. **Brian Marley-Clarke**, director general staff training and development and **Bob Koga**, (right) of the Koga Institute, Los Angeles, Ca.



Two new wardens for the Pacific Region in 1981-82. Above, **Wayne Scissons** receives congratulations from Commissioner **Yeomans** as he becomes warden of Mission Institution January 7. **John Stonoski**, right, became warden of Kent Institution in November, 1981.



Saskatchewan Penitentiary CX **Jesse Clark** receives commendation for preventing injury to a institution health care officer threatened by an inmate.

May cont'd

security institution warden, while Garneau's near-quarter-century contribution to corrections included introduction of the living unit program and implementation of a new inmate grievance system and the formal statement of inmate rights.

Memorial Services to be held annually

• CSC holds memorial services across Canada on May 26 for 18 staff members slain on duty since 1890. Plaques with the names of the CSC employees are unveiled in ceremonies at NHQ, the five regional headquarters and at institutions where the slain employees had worked. CSC remembered:

D. Cunningham — 1890 — Instructor, Kingston Pen.;
R.H. Stedman — 1909 — Deputy Warden, Alberta Pen.;
J.H. Joynson — 1912 — Guard, British Columbia Pen.;
M.E. Jenkin — 1926 — Guard, Kingston Pen.;
J.J. McCormick — 1936 — Guard, Kingston Pen.;
J.D. Kennedy — 1948 — Guard, Kingston Pen.;
W.C. Wentworth — 1961 — Guard, Kingston Pen.;
J.E. Tellier — 1963 — Corr. Officer, St. Vincent de Paul Pen.;
E.J. Masterton — 1964 — Corr. Officer, Dorchester Pen.;
S. Green — 1974 — Instructor, Stony Mountain Inst.;
J.A. Gosselin — 1975 — Corr. Officer, Archambault Inst.;
L.G. Nadeau — 1975 — Instructor, Cowansville Inst.;
M. Steinhauser — 1975 — Class. Officer, British Columbia Pen.;
F.A. Eustace — 1978 — Senior Corr. Officer, Collins Bay Inst.;
P.G. Fournier — 1978 — Corr. Officer, Laval Inst.;
J.D. Maurice — 1978 — Food Services Officer, Collins Bay Inst.;
J.L. Roy — 1978 — Director, Archambault Inst.;
W.A. Morrison — 1980 — Corr. Officer, Dorchester Pen.;

The following were added to the Memorial Roll in August:

J.Y. Leblanc — 1982 — Senior Keeper, Archambault Inst.;
J.B. Rivard — 1982 — Corr. Officer, Archambault Inst.;
J.A. Van Den Abele — 1982 — Senior Corr. Officer, Archambault Inst.

June

• CORCAN products go on display June 3-5 at the Amherst Nova Scotia Centre Mall, as part of an exhibition on inmate employment

under **Lee Lowerison**, regional chief production and control at RHQ Atlantic.

• In Regina, **Wayne Langille**, **Luc Beauregard** and **Virgil Smith** outshoot RCMP's finest 1618-1274 — after penalty points — to bring home the Solicitor General's Challenge Cup June 24. **Dan Matheson** (CX rifle), **Luc Beauregard** (CX revolver), **Alex Lubimiv** (non-CX rifle) and **Wayne Langille** (non-CX revolver) capture the top honors in CSC's own National Shoot.

• CSC Staff Training Instructor, **Kevin George** of the National Staff College Edmonton, is the first Canadian to graduate as a certified instructor in the internationally recognized "Koga" method of self-defence and control tactics for law enforcement and correctional personnel.

• Edmonton Institution passes its accreditation audit with flying colors June 2-4, rating a full compliance with all mandatory standards, 100 per cent compliance on desirable standards, 97.4 per cent on essential standards and 94.3 per cent on important standards.

• The Ontario Case Management Conference is held at Trent University, Peterborough, June 16-18 with 90 staff members attending.

July

• The Young Offenders Act (Bill C-61) is given Royal Assent July 7.

• The new activities building at the Prison for Women officially opens with Solicitor General **Bob Kaplan** cutting the ribbon. Over 100 guests are on hand. The new building houses an impressive range of programs and leisure-time activities. "There has been a lot of criticism in the past because of a lack of programs and this new building should do much to alleviate those concerns," says **Dennis Curtis**, Regional Manager Communications.

• **Louis Genest** is appointed French editor of *Let's Talk* replacing **Gaston Pelletier** who became Quebec Regional Manager of Communications May 31.

• **Howard Mansfield** director, inmate population management announces reinstitution of the double-bunking policy in some institutions to accommodate the recent unprecedented increase in inmate population.

• The Access to Information Act and the Privacy Act (Bill C-43) receives Royal Assent July 9. Proclamation is expected in the Spring of 1983. The two laws will certainly impact on CSC and preparation is already underway by the new Administration Division.

• **Justin Sullivan**, regional manager, communications dies suddenly July 15. He was 63. The Chairman of the National Parole Board, **W.R. Outerbridge**, says in a press release that Justin was one of the truly great "characters" of modern-day corrections. He was one of a few persons who brought genuine compassion and humor to his work in parole and later as Atlantic's "media man" to professional personnel within the corrections field.

• **Ron Junk** is appointed Director Agribusiness, Inmate Employment Branch. He comes to CSC from Agriculture Canada.

Tragedy strikes

Three correctional officers, **David Van Den Abele**, **Denis Rivard** and **Léandre Leblanc** are slain at Archambault Institution, Ste-Anne-des-Plaines, on Sunday, July 25. Three separate inquiries are conducted, that of the Coroner, of the

July cont'd

Quebec Police Force and of the Inspector General of the CSC. Other staff members are wounded, including **Marcel Jacob** and **André Mooney**, who are hospitalized. CSC personnel in all regions and at NHQ observe a day of mourning July 29 in tribute to the three staff. The day of mourning coincides with funeral services for the three officers at Ste-Anne-des-Plaines, in which more than a thousand pay their last respects, including 600 to 700 correctional officers. Many thousands more attend memorial services at CSC institutions and nearby churches across Canada.

• The Sixth Annual Exceptional Peoples' Olympiad is held at Collins Bay. It is the most successful Olympiad to date according to the participants. **Art Trono**, Deputy Commissioner Ontario, **Flora MacDonald**, Kingston and the Islands MP, and **Herb Reynett**, Warden of the Institution attend.

August

• Eight CSC facilities are accredited by the Commission on Accreditation for Corrections during a ceremony in Toronto August 14. "It is also a red-letter occasion," says **Maurice Klein**, national accreditation coordinator, because Leclerc Institution and the three District Parole Offices in Quebec Region became the first Quebec facilities to be accredited.

• On August 15th, **Let's Talk** publishes a special issue on the *Privates Sector in Corrections*.

• The American Correctional Association holds its 112th Congress of Correction August 15-19 — the first time in 30 years in Toronto. CSC Deputy Commissioner, Communications, **John Braithwaite** is presented with the **E.R. Cass Award**. The award is given for outstanding service in the field of corrections, and has been presented to only one other Canadian. This Congress gathers more than 3,500 delegates. **Amos E. Reed**, president of the American Correctional Association, Solicitor General **Bob Kaplan**, and **Nicholas Leluk**, Ontario Minister of Correctional Services are among the dignitaries.

• The Strategic Planning Committee publishes its 2nd annual report. The 10-member committee is responsible for getting the right information to our planners about how the future will impact on CSC, and is under the direction of Dr. **Jim Vantour**. The author of the 88-page report foresees an increase in dangerous, long-term and native inmates.

• The Third International Conference of the International Halfway House Association, meets in Toronto, Aug. 10-13. It attracts 350 delegates from about 12 countries. Keynote speaker is **Jean Vanier**, world-renowned philanthropist and founder of the "Communautés de l'Arche."

• The first session of a 60-hour course in Applied Nursing in Forensic Psychiatry, offered this spring at the Regional Psychiatric Centre in Abbotsford is about to end. According to **Dan Craigen**, Director General, Medical Services at NHQ this course is an "extremely important innovation since it's the only course concerned with the psychiatric nursing offered in Canada today."

• Commissioner **Donald Yeomans** reports that steps are being taken to counteract increasing violence in Canadian penitentiaries. These include increased emphasis on family visiting programs and hiring of women. "When a woman has the job of correctional officer," he says, "it tends to change the whole tone of the prison."

• **Gordon Pinder**, deputy commissioner, offender programs, describes the production of a record album by inmates at Edmonton Institution as "one of the most successful, really challenging projects that has been undertaken in our Service." Songstress **Sylvia Tyson** brings her band inside the walls for a recording session of material completely written and performed by prisoners.

• The Canadian National Exhibition opens in Toronto, Aug. 18 and once again the CSC exhibit is a hit. Solicitor General **Bob Kaplan**, Commissioner **Yeomans** and Deputy Commissioner, Ontario Region, **Art Trono** visit the display and see two excellent new sound/slide productions.

• A short memorial service is held at NHQ on August 27 to honour three staff members who died on duty at Archambault July 25. Commissioner **Donald Yeomans** and the Acting Chaplain General, Rev. **Gabriel Savignac** preside over the ceremony. They unveil three plaques which have been added to those of 18 other staff members who died while on duty.

• Solicitor General **Bob Kaplan** announces on August 27, the appointment of **Joseph R. Nuss**, Q.C., prominent Montreal lawyer. He is to conduct an inquiry into alleged live entertainment featuring nude and/or semi-nude performers at Archambault Institution in Quebec and other federal penitentiaries in the region.

September

• Rev. **Murray Tardiff** is appointed Director of Chaplaincy Sept. 7. He succeeds Rev. **Gabriel Savignac** who acted in the position after the sudden death of Rev. **Paul Crosby** in 1981.

• For the second consecutive year, Quebec Region has a public information exhibit in Quebec City Aug. 25 - Sept. 6. The exhibition highlights two huge panels describing the work of the Service and its institutions in the eastern part of the province.

• Operation Courage, the CSC's Ottawa-to-Kingston marathon, is held Sunday, Sept. 19 on a practically perfect day. Over 100 runners from Ontario Region, National Headquarters and, for the first time, a team from Quebec participate in this marathon which raises more than \$7,000 for handicapped children.

• The Solicitor General's Cup comes back to CSC after a two-year absence. **Reg Shier**, Chief Instructor, Staff Induction Centre, Kingston, presents the 1982 Solicitor General's Challenge Cup 1982, won during a match with RCMP June 24, to Commissioner **Yeomans** September 30, in Ottawa, on behalf of CSC's three-man team: **Wayne Langley**, Springhill Institution; **Luc Beauregard**, Cowansville Institution, and; **Virgil Smith**, Rockwood Institution.

October

• CSC's information revolution takes a leap forward Oct. 15, as its new, nationally-oriented mainframe computer comes on stream. The computer is located in Toronto and connected to 50 CSC terminals — 35 in the regions and 15 at NHQ, making it possible for managers in all five regions and Ottawa to have instant access to the same information.

• Two penitentiary officials from Tunisia, **Amor Chachia**, director of prisons and **Mohamed Latiri**, chief of personnel services and management training visit Quebec Region facilities. During their three-day visit which begins Oct. 4, they meet



Jim Phelps, deputy commissioner Prairies, presents **Tom Huffman**, regional chief security, with letter from Commissioner **Yeomans** congratulating him for National Shoot success in June.



Rev. Murray Tardiff
CSC National Director Chaplaincy



Father Gabriel Savignac
Former acting national director chaplaincy.



Archambault Warden André LeMarier receives a Commissioner's Citation for Meritorious Service from Commissioner **Yeomans** in May.



Pacific Region takes part in Annual Vancouver Arms Fair, held May 22-23. CSC's exhibit is a highlight. **Rich Holtsbaum**, show committee chairman presents commemorative sword to **Jim Murphy**, Pacific deputy commissioner. Exhibit was designed and displayed by **Al Hollinger** (centre) of RHQ Security Division.



John Braithwaite, Deputy Commissioner Communications receives **E.R. Cass Award** in August.



Memorial services held on Parliament Hill Sept. 26, to remember those slain on duty while working in the law enforcement field.



CSC pays tribute to correctional workers from the private sector, in a special issue of *Let's Talk* August 15. **Edna McIvor** of Winnipeg is among those featured. In this photograph, Edna is being invested into the Order of Canada by Governor General **Ed Schreyer** during 1981.



Earl Fox
Director Industries



Shirley Thomas, secretary to Edmonton Institution Warden **Bob Benner**, is featured in *Let's Talk* Sept. 15 as only female officer in 533 Royal Canadian Air Cadet Squadron, weapons instructor-in-training and mother of five children.



Mario Dion, CSC legal advisor

October cont'd

Jean-Paul Dugas, Quebec Deputy Commissioner, **Marc-André Lafleur**, Director of the Federal Training Centre, **Richard Rabeau**, Director of the Quebec Staff College and **Raynald Tremblay**, Regional Manager of Personnel. **Gaston Pelletier**, regional manager Communications accompanies them throughout their stay.

• CSC's wardens, superintendents and parole office directors get together in Ottawa, Oct. 24-27, for their annual fall exploration of management issues. Commissioner **Yeomans** discusses overcrowding. "More construction to incarcerate more offenders isn't the answer," he says. According to the results of Gallup polls, 55% of Canadians think CSC is "doing a very good job," but 27% just "don't know."

• Seven more CSC facilities are granted three-year accreditation by the Commission on Accreditation for Corrections. Forty-two facilities have so far achieved accreditation, says **Maurice Klein**, CSC's national accreditation coordinator.

• The second annual Technical Services conference is held in Kingston Oct. 19-22. **Tom Crawford**, director general, Technical Services Branch, sets the tone of the conference: "I want to see us progressing as better general managers, rather than managers of narrow specialty areas."

• New security measures resulting from the tragic events at Archambault have been implemented at the institution," says Solicitor General **Bob Kaplan** at the Quebec Criminology Society conference, Oct. 20.

• "The measures include minimum national standards for major inmate movement, the modification of institutional facilities in high security areas, and the expansion of the Special Handling Unit program to include additional inmates who pose a serious threat to security."

November

• **Art Reid**, director, materiel and service management Technical Services at NHQ dies suddenly on November 4.

• **Jim O'Sullivan**, Warden Saskatchewan Penitentiary and new president of the North American Association of Wardens and Superintendents, attends various workshops at the Conference of the American Society of Criminologists in Toronto in November.

• **Allan Schoenherr** is appointed director, automated data processing, Inmate Employment Branch.

• CSC's United Way '82 campaign collects \$26,400, 167% over target. What's more, 81 per cent of our staff contributed which is "exceptionally high despite the poor economic situation. The United Way central office says CSC is one of its best donors. Inmate Programs wins the 1982 United Way Trophy for its contribution.

• **Earl Fox** is appointed director of industries at NHQ, a position in which he has been acting since April 1.

• The first supervisory training program is initiated Nov. 2 at Laval Staff College. This is a pilot-project. If considered profitable, it will be implemented in January in all regions. Eighteen participants coming from the five regions of Canada receive certificates from **Alain Tardif**, parliamentary secretary to the Solicitor General of Canada at the end of the first stage of the project Nov. 18.

• The first national finance conference to be organized since 1971 attracts 75 participants in November. These conferences will be held annually.

• About 30 guests from various

fields of criminal justice attend the official opening ceremony of the sixth CCC in Québec, Hochelaga.

• **Dave Dykstra** receives a Commissioner's Citation for Bravery Nov. 11 after having convinced a client suspected of murder to surrender to the police. Dykstra is the first parole officer and employee of Prairie Region to receive this award.

• On November 23 and 29, Quebec runners who took part in the Operation Courage marathon present \$1,800 to various agencies who look after handicapped children. One thousand dollars goes to the "Société des enfants handicapés du Québec".

• Correctional Investigator **Ron Stewart** tables his annual report Nov. 1 to the Solicitor General. Stewart is also authorized to become an observer when there is a serious incident in CSC.

December

• **Jean-Paul Lebrun**, executive secretary of the CSC, officially presents to the Commissioner on December 15 the new CSC Manual. This new guide is a completely amended version which logically ties together all CDs, DIs, RIs and standing orders in force.

• December 12 is the fifth anniversary of the appointment of **Donald Yeomans**, as CSC Commissioner.

• Bowden Institution staff present 300 toys for distribution to needy families Dec. 9.

• Official opening of the new Accommodation Building at Frontenac Institution takes place Dec. 10 in the presence of Hon. **Ed Lumley**, Minister of Industry, Trade and Commerce.

• The Operation Courage Run which was held earlier this summer involving CSC staff from Ontario, Quebec and NHQ raises over \$9,000 for the Rotary Club's Easter Seal campaign in Ontario. The official presentation of these donations by CSC staff and others takes place Dec. 13 at Joyceville Institution.

• The Warden of Dorchester Penitentiary, **Eugene Niles**, presents membership certificates to seven Citizens' Advisory Committee members at the Beauséjour Hotel in Moncton Dec. 14. These certificates, signed by the Commissioner, acknowledge the value and importance of the support provided by CAC members.

• Nineteen guards of the Archambault Federal Institution are honoured during a ceremony Dec. 14 by Commissioner **Yeomans** for their "bravery and professionalism" during the tragic events of July 25. **Marcel Jacob** and **Serge Marchand** receive a Commissioner's Citation for Bravery. A guard from the maximum security penitentiary, **David Lévesque**, also receives a Citation for Meritorious Service, stemming from the riot Aug. 13 at Archambault Institution.

LET'S TALK

Let's Talk is a tabloid for staff of The Correctional Service of Canada, published twice a month by the Communications Branch, 340 Laurier Avenue West, Ottawa, Ontario, K1A 0P9, Tel: 995-3031. We welcome your contributions, letters and articles. Send them to your Regional Manager, Communications and in Ottawa to the editor: **Helen Gooderham**

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Jerry Stenstrom, regional chief general accounting (left) and **Gavin Hector**, director financial management and accounting systems, joke following the presentation of the FINCON Certificate of Appreciation and the "Joke Award" at a dinner for finance managers in Ottawa in November.



Martin Rossignol, director general finance NHQ, **John Siu**, Deputy Commissioner Policy Planning and Administration, Commissioner **Donald Yeomans**, and **Jimmy Powell**, U.S. Bureau of Prisons finance director.



Reg Shier, National Shoot coordinator, presents Public Service Alliance of Canada trophy to **Wayne Langille**, for highest national revolver score. Event is held in Regina in June.



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For actions during Archambault, Laval incidents

19 CXs cited for bravery, meritorious service



Officers awarded citations were, left to right: Standing — Serge Marchand, Gilles Pelletier, Claude Gratton, Jean-Pierre Noulan, Réal Simard, Michel St-Aubin, Georges Lavigne, Maurice Trudeau, Jean-Rock Roussel, Ghislain Léonard and Luc Brisebois.

Seated — Marcel Jacob, André Leclerc, Noël St-Amant, Yvon Chagnon, Richard Barabé and Jean Choquette. François Lamer and David Lévesque are not shown.

by Gaston Pelletier
Quebec Region RMC

QUEBEC — Eighteen Archambault and one Laval Institution correctional officers received Commissioner's Citations Dec. 14 for their courage, determination and exemplary behavior during events at Archambault July 25 and Laval Aug. 13.

The ceremony — held during a province-wide power failure — took place in the natural lighting of the Staff College's salons and dining hall.

Marcel Jacob, CX-6, and Serge Marchand, CX-2 at Archambault Institution each were awarded the Commissioner's Citation for Bravery and medals for their exemplary behavior during the incident at the institution last summer in which three fellow officers died.

Jacob's Citation reads "During the Archambault riot July 25, Marcel Jacob resisted alone the assault of the rioters who wanted to enter the office where he and his colleagues had taken refuge. He never stopped encouraging his colleagues to resist, and he delayed alone the entry of rioters to the office. He thus protected the life of his colleagues. His personal determination, his fierce refusal to yield to the assailants and his bravery are praiseworthy."

Serge Marchand, posted at the main entrance control, refused inmates' demands to open gates of the "T Control" which would have given inmates access to the institution's exit.

Marchand's citation also includes, "although he was an eyewitness of the ill treatment done to two staff members who were taken as hostages, he resisted demands to open the doors. He thus showed courage, efficiency and initiative. He honored in every way the high demands of his profession and his exemplary conduct is a model and inspiration for all The Correctional Service of Canada."

Meritorious Service — See Pages 2, 4

Special groups asked to join programs' data base

OTTAWA — All CSC staff will receive with their second January or first February pay a questionnaire drawn up by the Equal Opportunities Division at NHQ.

Two groups are being asked to volunteer personal information which will be kept confidential: native employees and employees with certain disabilities.

Equal Opportunities Director France-Marie Trépanier explains the information will be used to better ensure members of under-represented groups have equal opportunity to training and development courses and services such as technical aids which are offered by CSC.

"It's to the advantage of staff to identify themselves, to get any benefits from these programs," she adds. "If there's a vision problem, for example, maybe you should be located near a window at work . . . if you have problems hearing we can get amplifiers from Bell to attach to your phone."

Replies will be compiled into a statistical format for research and implementation of the national



France-Marie Trépanier

Handicapped Persons and Native Employment programs within CSC.

The bilingual questionnaire asks native people if they are status Indian, non-status Indian, Métis or Inuit, and handicapped persons if their disability is a mobility, vision, hearing, speech, epilepsy, co-ordination or some other problem.

CSC first reported to Treasury Board on the subject in 1981 and will make a report on progress annually from now on, Trépanier notes.

Four regions send teams to tournament

ONTARIO — Sixteen teams from four regions will compete in a three-day CSC hockey tournament at the Quinte Sports Centre in Belleville Feb. 18-20. Atlantic, Quebec and Prairie regions will each send two

teams, and Ontario 10 to the event hosted by the Warkworth Officers Hockey Club, notes Warkworth's William Reid. Commissioner Yeomans will drop the opening puck on Friday.

Frontenac Institution's accommodation building opens Dec. 10

Ed Lumley, Minister of Industry, Trade and Commerce, and Regional Economic Expansion officiated at the opening Dec. 10 of the inmate accommodation unit, Frontenac Institution. The new accommodation unit — the first phase of a \$3.2 million expansion and renovation — was added to the institution by Public Works Canada. The Minister, daughter Kelly and wife Pat are shown viewing a single unit. Other participants at the opening were Don Clark, regional executive officer, D'Arcy Nolan, Citizens' Advisory Committee chairman, Ed Manchu, director general Public Works Canada, Tom Crawford, director general technical services, and Frontenac Superintendent George Downing.



When you're hot . . . you're hot!

By Les Shand
Asst. Prairie RMC

PRAIRIES — We did it again! CSC again demonstrated marksmanship in defeating teams from the RCMP, Edmonton City Police and Airborne Regiment of CFB Griesbach in a match at Edmonton Institution's new range Oct. 23.

The Edmonton Institution team won the overall competition with 3775 points. The first runner-up went to the RCMP with a score of 3506, followed by the Edmonton

City Police, 3477 and the Airborne Regiment, 2888.

The CSC team included Fred Schiweck (CX2), John Thompson (CX4) and Dana Akey (CX4) from the Edmonton Institution. Schiweck also took the high individual score with 646 points, revolver and 682 points, rifle.

Guided by National Rifle Association rules the event was unique in that each competitor was required to fire both their own service issue weapons and those of

a different issue. Weapons included the 9 mm (military) Browning revolver, the .38 cal. Smith and Wesson revolver (CSC, RCMP & Police), the FN .308 cal. (military) rifle and the AR-15.

Range officials were Randy Harvey and Bill Gillott, with Ernie Forbister, weapons instructor, serving as range master and organizer.

Forbister said next year highly qualified shooters will attend to vie for the overall team championship.

Newsmakers in the Regions and NHQ

Ontario: Dennis Curtis



Charlie Brown, of Campbellford, Ont. was one of the boxers at the Amateur Boxing Exhibition held at Warkworth Institution Dec. 4. It was Charlie's second appearance at the prison matches. His smooth and aggressive style was very popular with the inmate population. Photo: Sam Cook

Amateur boxing at Warkworth Institution

By Sam Cook

Warkworth Institution hosted an event that is becoming a semi-annual feature of the Warkworth athletic landscape, Saturday afternoon, Dec. 4. A nine-bout Amateur Boxing Exhibition drew pugilists from amateur clubs throughout Ontario before a crowd of some 300 inmates and 100 outside guests, all under the "Dome" — the Sports Complex.

Under the steady hand of Recreation Director **Joe Vinkle** and with the organizational abilities of Recreation Officer, **Sam Cook**, the card whipped its way through the smokeless and unusually mild December afternoon.

Bout after bout brought the crowd to its feet. As the young gifted boxers jabbed, hooked and upper-crossed their way into the affection of the spectators,

the capper was the main event's unanimous decision to Canadian light-weight champion, **Johnny Shaw** in a three-round 'slugfest' over **Dave Hutchison**, a Toronto lad whose heart was bigger than his fists.

For a few hours, while the din of battle sounded it was an afternoon anywhere in a Canadian town. The young persons gave the sport their very best. An appreciable audience took time to relax and let the talented fists subdue their thoughts. Headgear turned the potential for ugly injury into safety and skill. All that was missing were the hot-dogs and peanuts. But as **Howard Cosell** would probably say: "An afternoon of pugilistic pleasure deserves accompanying after-tastes." We are working on the franks and the shells for the next show.

Atlantic: Francine Phillips

Dorchester Penitentiary held a successful Volunteers' Remembrance and Recognition Banquet Nov. 6 in which 60 volunteers received recognition.

About 125 volunteers, staff and inmates attended the Saturday evening meal, presentations, singing and devotional service. Dorchester was represented by **Dave Chitty**, executive assistant and **Gary Mills**, assistant warden socialization. The Chaplaincy department coordinated the event.

"Recognition" time included speaker **Ernie LeBlanc**, Westmorland Institution inmate, and distribution of 25 one-to-three year, 18 three-to-five year and 17 five-years-plus pins to volunteers to honor their valuable contribution. The pins were presented on behalf of CSC by Chitty, Mills, and Sister **Gloria Boudreau** and by Dorchester inmates **Jack Jones** and **Fred Bernard**.

A lively period of singing and sharing took place following presentations. Special music and singing was provided by the "Good News Gospel" group from Halifax, N.S. A number of inmates also sang and played musical instruments. The devotional part of the service was led



Major **James Tackaberry**

by Major **James Tackaberry**, head of the Salvation Army Correctional Services Department, of Toronto, Ont.

In keeping with the upcoming Remembrance Day, a moment of silence was held in the banquet hall, suitably decorated with poppies and crosses to reflect the theme of the evening, "Remembrance and Recognition"

Quebec: Michel Lauzon



Yvon Chagnon, CX-8, receives on behalf of his ERT colleagues a plaque from Commissioner **Yeomans** honoring their actions at Archambault Institution July 25.

Montée St-François residents organized a social and mini-casino Nov. 28, judged unanimously to have been a great success by the 325 participants.

Nearly 200 guests — including residents' wives and children — were entertained with the mini casino, followed by a dance and show given by the residents and a private band.

Many of the guests praised staff and organizers for their planning and the good atmosphere maintained. A second, similar social encounter was held Dec. 19 at Montée

St-François and again success was recorded.

Living unit officers, several staff members from other departments and managers met at the Laval Staff College Nov. 30 for a farewell party for **Clement Gingras**, who retired after 27 years with CSC.

Clement's loyalty, persistence, outspokenness and the consistency shown at his work won him the trust of all staff. It was with sadness that everyone saw Clement, a lively character who always contributed to good morale, retire from active service with CSC.

Pacific: Eila Loughlin



Solicitor General **Bob Kaplan** is briefed on the operation of the new Perimeter Intrusion Detection System — PIDS, at Matsqui Institution Nov. 13. Photo: Frank Stadnyk

Prairies: Les Shand

Parolees who live in remote parts of the country create some unique challenges for parole officers. One of the realities, for example, is that a lot of the on-the-spot supervision is done by volunteers. Providing those volunteers with sufficient knowledge and understanding of the parole system to deal with the situations that may arise is part of the job of the responsible parole officer.

Late last fall, Thompson

Thompson parole office hosts workshop

Parole Office hosted a workshop for volunteer supervisors from six northern Manitoba communities. Participating were **Gordon George**, Chief of the Chemahawin Band at Esterline; **Douglas Hastings**, Chief of the God's Lake Narrows Band at God's Lake Narrows; **George Redhead**, Councillor of the Shamattawa Band at Shamattawa; **Albert Ross**, volunteer from the Norway House Band at Norway House; **Harold**

Fontaine, alcoholism worker from Norway House; **Marvin Cook Sr.**, representing Volunteer **Alec Cook**, Mayor of Brochet; **Percy Jensen**, volunteer from the Grand Rapids Band at Grand Rapids, and; **Ruth Okemow** of Native Communications in Thompson, which produces daily native language radio programs for northern Manitoba. CSC staff in attendance were Thompson Parole Area Manager **Patric**

Nottingham, Thompson Case Management Officer **Howard Martyn**, Thompson Office Manager **Wendy Whelan**, Winnipeg Parole Officer **Morgan Hare**, and Native Programming Officer **Allan Mason** from NHQ.

The workshop began with a general orientation session on the Canadian criminal justice system, and the part that parole plays in it. A lot of interesting comments and ideas were discussed by the participants who

felt that the whole area of criminal justice was one in which their communities should take a more active interest. The second day of the workshop was devoted to supervision and the community.

When the workshop was adjourned, the participants were all looking forward to the next training session, as well as to returning home with a better understanding of the work they are doing.

Let's Talk About PEOPLE



Don Patterson — left — is congratulated on his retirement by Collins Bay Institution Warden **Herb Raynett**. Photo: Charlie McGeean



Gerry Greene — to NPB

DON PATTERSON, Ontario RHQ Coordinator of Security Contingency Planning and former assistant warden security at Collins Bay, retired with more than 35 years CSC service last October. Don worked his way up through the ranks at Collins Bay before being transferred to RHQ two years before retirement. His service record was so impeccable, staffers noted at a party for him at the Staff Induction Centre Oct. 29, it was impossible to find any of the usual minor flaws in his personnel file with which to "roast" him. He instead received a 35-year medallion, two long service certificates and several gifts . . . **STAN MACDONALD**, senior management review



Stan MacDonald — centre — at a reception for him with National Parole Board Chairman **William Outerbridge** and Commissioner **Yeomans**.

analyst with the Inspector General's Branch, retired in November after a lengthy and colorful career with CSC, the National Parole Board and governments of New Brunswick and Nova Scotia. Stan was honored at a farewell party Nov. 25. Both Commissioner **Yeomans** and NPB Chairman **William Outerbridge** attended. Stan served in WWII, completed post-graduate work at the Maritime School of Social Work in 1953, worked for New Brunswick and Nova Scotia and joined the National Parole Board in 1961, opening the NPB Regional Office in Halifax in November that year. He moved to Ottawa in 1966 and to the Inspector General's Branch in 1979. "Stan brought a balance of experience and dry humor to the Branch, along with his evident quality of humanity that had served him in good stead through his many years of work in the corrections field," said **Harry Bezanson**, director financial audit . . . **LEONARD LEBLANC** was appointed director, education and training, Inmate Employment Branch at NHQ, announced **Marjorie David**, director general Inmate Employment Branch Dec. 20. Léonard has public school and adult education teaching experience including five years as assistant warden, education and training at Springhill Institution . . . **ALFRED (AL) COBURN**, CX-4 at Edmonton Institution, died following a heart attack at his Fort Saskatchewan residence Dec. 18. He was 50. Born in Portage la Prairie, Manitoba, Al joined CSC in 1965 at Matsqui Institution. He transferred to Stony Mountain Institution in 1973 and to the new Edmonton Institution in 1978. He was active with staff social organizations, an auxiliary member of the Fort Saskatchewan RCMP and a member of Victoria Masonic Lodge No. 13. Uniformed CSC officers attended his funeral Dec. 21, led by Edmonton Institution chaplain **Rev. Alf Bell** . . . **GEORGE STITT**, CX-2 at Millhaven Institution, died in December after 16½ years with CSC. He was 61. **SYLVIA PYNE**, Prison for Women correctional officer, died after several weeks illness in hospital Nov. 26. She was 56 . . . **DON CLEMENT**, who retired from Collins Bay Institution in 1974, died Dec. 22 in Kingston. He was 73 . . . **ROBERT FLEGG**, a CX-4 at Edmonton Institution, died suddenly Dec. 10. A native of Kingston, he joined CSC as a clerk at Kingston Penitentiary in 1966. After a later brief period outside CSC, he returned to clerical duties at the Regional Psychiatric Centre, Kingston, in 1971. In 1979, the Fleggs were transferred to Alberta where Bob was employed as a correctional officer. He was promoted CX-4 in



Al Coburn



Robert Flegg

June, 1981 . . . **STONY MOUNTAIN** Institution assembled a large group of staff Nov. 20 to honor **Earl Mollard**, **Colin Woodbeck**, **Tom Halbert** and **Jack Morton**, all guards who were retiring. Correctional Officer **Ed Byrne**, Master of Ceremonies, pointed out that Mollard and Morton each had 32 years of service, Halbert 30 years and Woodbeck 21 years. **GERRY GREENE**, Acting Regional Chief Planning and Analysis in Atlantic Region, has joined the National Parole Board after 11 years with CSC. Staff said farewells at a dinner in Moncton Nov. 22 at which **Dorchester Penitentiary Warden Eugene Niles** presented Gerry with a plaque of appreciation. Gerry joined CSC as a psychologist at Dorchester in 1969, was promoted assistant warden socialization at the institution and moved to RHQ as special projects officer in 1980.

"By their deeds ye shall know them"

Bowden honors volunteers

By Linda Lee
Prairie Region RMC

PRAIRIES — Solicitor General **Bob Kaplan** delivered a three dimensional 'thank you' to over 200 volunteers at Bowden Institution's second annual Volunteer Appreciation Banquet in Red Deer Nov. 11.

He thanked them for what they do for the inmates . . . "you work with them as people"; for what they do for institutions . . . "you are one of the doors" and; for what they do for the community . . . "you help the community understand what is really going on inside."

Sixty-eight individual volunteers received CSC volunteer pins in acknowledgement of their valuable, regular contributions. Bronze service awards (for one year of service) were presented to 49 volunteers by Deputy Solicitor General **Fred Gibson** and Warden **Ray Desrochers**. The Solicitor General and the warden presented silver service awards (for three years of service) to six volunteers and gold service awards (for five years and over) to 13 volunteers.

Kaplan also presented plaques to six groups and organizations which make significant and special contributions to Bowden Institution programs. The groups so honored were: Bentley Fellowship, a group of about 20 volunteers which travels about 90 miles round trip monthly for Bible study and fellowship at the institution; Blindman Visitors, a group of about 20 visiting the institution three times a month to meet with the inmates, make friends, and help with problems; Camrose Lutheran College, a group of up to 20 students making a 200-mile round trip monthly to join in Bible study, singing and visitation; Highwayman Travel Club, chartered in September, 1981 involving approximately 12 volunteers; People's Church, a group of 18 volunteers meeting with inmates weekly for Bible study and visitation; Prairie Bible Institute, a group of students which travels 100 miles round trip regularly for Bible study, singing and fellowship.

Police/Parole workshop

ONTARIO — A total of 75 police, parole and other criminal justice representatives participated in a successful workshop for Ontario Zone 3 in Toronto Nov. 29-30.

CSC Parole — Toronto — RHQ, National Parole Board, Ontario Board of Parole, Ontario Probation and Parole, crown attorneys and representatives of 21 separate police forces of local, regional, provincial and federal levels were involved.

RCMP HQ Toronto hosted a reception Nov. 29, the hospitality led by Staff Sergeant **Glenn Smith**. The workshop was organized by Toronto parole staff.

Presentations the next day at the Ramada Inn workshop site included one from the crown attorneys, who discussed their relationship with policing and correction agencies.

Study of actual representative parole cases, including a mock parole board hearing consumed much of the day. Toronto York Parole Officer **Bill Niven** played a very convincing, and somewhat sinister inmate, observers said.

A unique presentation was made to the Solicitor General by Dr. **Bill Stuebing**, Chairperson of the Citizens' Advisory Committee for Bowden Institution and Red Deer Parole Office. It was a small section

of one of the 12 telephone poles that have been holding up the ceiling of Bowden's gymnasium which is scheduled for demolition as soon as the new gymnasium, now being tendered, is built.

Bowden Institution volunteer **Bob Divel** has been a valued asset to the institution since it became a federal facility in 1974. He and his wife, **Nettie**, both members of St. John's Ambulance, have given numerous courses, and have been present

every year at Bowden's Prison Rodeo. Bob enthusiastically accepted when the invitations arrived for this year's Volunteer Appreciation Banquet Nov. 11. He didn't make it. He died Nov. 9. He will be missed.



Suzanne Champagne-Parisien, chief directives management at NHQ, presents new CSC Manual to Commissioner **Yeomans**. At right are **Jean-Paul Lebrun**, project leader — next to Commissioner, and **Tom Epp**, director of administration NHQ.

Commissioner delighted with new CSC Manual

OTTAWA — Following presentation of the new CSC Manual to Commissioner **Yeomans** by project head **Jean-Paul Lebrun** Dec. 15, the Commissioner discussed the manual with *Let's Talk*. Here is a transcript of this brief interview.

Let's Talk: Mr. Yeomans, what is your general reaction to the issue of this new manual?

Mr. Yeomans: The new manuals that have just been distributed across the country represents a major overhaul of the system of manuals in The Correctional Service of Canada, and a major program of modernization and improvement in the way we convey information to our employees. We have tried to do a number of things. First to integrate all of the different subjects in The Correctional Service of Canada into one coherent set of instructions and secondly to integrate both national, regional and local instructions so that an employee wanting to know whatever has been said about a particular subject, whether it be national, regional or local, can go directly to this new directives manual. It's a major improvement and I'm just delighted with the work that has been done by **Jean-Paul Lebrun** and **Susanne Champagne-Parisien**.

Let's Talk: Does the project include any other short-term or long-term phases?

Mr. Yeomans: Many of the directives have been rewritten, they've all been renumbered to be put into this new manual, and over the course of the next year all of the remainder will be rewritten and updated. It also means that a number of manuals that are now outside of the directives system will, over time, be incorporated into the directives system. Examples are the Medical and Health Care Manual which at the present time stands alone because it was issued by Dr. **(Dan) Craigen** and his staff a couple of years ago. In time, it will be incorporated into the new directives manual. The Case Management Manual is another one that will in time be incorporated into the new directives manual. The reason is there should be a master index so that no matter what the subject is, an employee can go to the master index and the index will state in which directives and which documents, in which manual, the information can be found. I'm very enthused about what they are doing and I'm very appreciative of the great progress that's been made in the past year. I should also mention that it wasn't just done here at National Headquarters. There's been an enormous amount of work done by staff in the regions to incorporate all of the regional and institutional material into the manual. Over time all these documents will again be reviewed by our legal staff to ensure that they comply with all of the requirements under access to information and privacy laws.

Let's Talk: Is it possible this new directives system will be eventually be computerized?

Mr. Yeomans: It's possible, yes, a sort of Telidon kind of system could be adapted, but we have much higher priorities at the present time. In 10 years, probably, but not in the next two or three years.

Editor's note: Directive program coordinators in readers' operational units invite comments on any practical problems met during implementation of the new manual.

briefly

STONY MOUNTAIN HOSTAGE TAKERS ALL IN SHU — The four inmate participants of a hostage taking at Stony Mountain Institution Oct. 31 — Nov. 2 are now residents of the Special Handling Unit facility at Millhaven Institution, NHQ Security Branch confirmed in December. Some news reports alleged that the hostage-takers were excused from the program for particularly dangerous inmates.

ADDED CELLS ALREADY BOOKED — Edmonton Institution's \$2.8 million 48-cell addition will probably be filled just as soon as it opens in the spring, Warden **Bob Benner** told the *Edmonton Journal* in December. Several of Edmonton Institution's protective custody cases were already being held at the Calgary Remand Centre because the 192-cell maximum security institution was filled to capacity.

BRANDON PAROLE IN UNIVERSITY CAREER DAYS PROGRAM — The Native Student body and Brandon University Student Service Faculty invited Brandon Parole Services to participate in its annual University Career Days program Nov. 2-3. Native parole worker, **Wayne Hill** made a presentation to the general assembly on career opportunities in CSC and manned a booth featuring a sound-slide presentation prepared by Personnel Division, Prairie Regional Headquarters.

QUEBEC REGIONAL COMMITTEE POLICE CHIEFS AND CORRECTIONS MEET — Nov. 25 the Regional Managers Security and Offender Programs, the Director of the Quebec Parole West District Office and the Regional Chief of the Social and Community Program participated in a meeting of the regional committee of the Chiefs of Police Association and Correctional Service at the Quebec Police Force headquarters in Montreal.

BOWDEN ADDS TRAILER ACCOMMODATION — Trailer housing for 40 additional inmates is scheduled to be operational by mid-spring at Bowden Institution.

INMATES SHOW HOW TO CURB VANDALISM — About 20 inmates of Warkworth Institution's Canada Jaycees chapter have launched an anti-vandalism campaign based on the Jaycees' national **Peter Pride** Program. Peter Pride — the personification of the responsible citizen — is first being introduced to children six to 12 years old. Jaycees want children to see vandalism isn't "neat" or the right approach to peer group recognition. By December, Warkworth area citizens, the Peterborough city and provincial police, and the Insurance Brokers' Association of Peterborough were in support.

MEETING BETWEEN POLICE OFFICERS AND QUEBEC REGION SECURITY STAFF — On December 15 the regional security personnel met representatives from various police forces in Quebec region. About 100 people were present at the Staff College meeting. The Quebec Police Force, the RCMP, the Montreal Urban Community Police, the Laval and Longueuil police forces and the Armed Forces were represented. Also present were the Deputy Commissioner Security, **Marcel Sauvé** and the Director of Operational Security, **Hank Neufeld**; Quebec Deputy Commissioner, **Jean-Paul Dugas**; the REO, the district directors, assistant wardens of security and preventive security officers of several institutions.

BLOOD DONOR CLINIC — 606 pints of blood were collected at the Quebec Region blood clinic held at the National Staff College Dec. 21. The organizers' objective was 600 pints.

TRUST FUND FOR ARCHAMBAULT SLAIN OFFICERS' CHILDREN — The closing date to send donations for a trust fund intended for the children of **David Van Den Abeele** and **Denis Rivard** has been postponed to Feb. 1.

Inside Outside returns

ATLANTIC — The Atlantic Region staff newsletter *Inside Outside*, has sprung to life again after being at a standstill since the spring of 1982. Its January 1983 issue is solely a tribute to its creator, former regional manager of communications **Justin Sullivan**, who died last year.

While the January issue took on its earlier format, a new, more economical format with newspaper style columns and smaller photographs will be adopted with the February edition. *Inside Outside* will be published once every two months.

Canadian penitentiaries depicted in CBC film

By Les Shand
Asst. Prairies RMC

PRAIRIES — Edmonton Institution was the scene recently of a unique one-hour TV production. The film, by Catalyst Productions of Edmonton, features four scenes depicting issues or situations unique to inmates and staff in a Canadian federal penitentiary.

The film will be shown on Edmonton CBC Television Feb. 2. After each scene, staff, inmates and outside guests, comprising an audience of approximately 80 people, will respond to each scene with respect to realism and personal opinions about the situations enacted in each presentation. CBC Radio Edmonton will also host a call-in show immediately after the program allowing the public to express its opinions and concerns.

The production culminates about six weeks of research involving interviews with staff and inmates at the Edmonton Institution. The project was coordinated by **Jack Davis**, assistant warden of socialization and **Rob Wiebe**, head of social development of the institution.

P4W volunteers honored

By Rev. John Downs

ONTARIO — On Saturday, November 20, 1982 a historic event took place in the gymnasium of the Prison for Women — the institution's first-ever Volunteer Recognition Banquet was held. Almost 130 guests attended, with volunteers coming from as far away as Montreal, Toronto, Ottawa, Belleville and Sudbury.

Volunteer pins were awarded by Warden **George Caron** to 55 long-term volunteers for outstanding volunteer service to inmates of the prison. Group liaison officers, **Claire Savoie**, S.C.D.O., **Owen Rowe**, H.S.D., and **Rev. Downs**, Chaplain, introduced each volunteer who served in their particular group activities. Gold, silver and bronze pins showed the length of service and intensity of involvement by the volunteers.

Certificates were also presented to nine agencies for their involvement in providing volunteers and voluntary services. They were the Salvation Army Correction Services, M-2/W-2 Ontario, the Native Canadian Centre, the AA groups of Kingston and Belleville, the Seven Steps Society, the Elizabeth Fry Society of Kingston, Queen's University International Centre, McArthur College of Education of Queen's University and the University of Sudbury Native Studies Department. The certificates were designed by a staff member for the purpose.

Special certificates were presented to past and present members of the Citizens' Advisory Committee by Warden Caron on behalf of the Commissioner in recognition of the unique and vital role this committee plays within the institution.

Economical alternative

PRAIRIES — **Cliff Moore**, coordinator of inmate programs at Saskatchewan Farm Institution in Prince Albert has found one solution to overcome the sometimes expensive problem of providing programs for inmates.

Carol Kaip was one student from Prince Albert who recently provided an eight-week life skills program for farm inmates as part of the practicum project for her human justice studies. According to Carol, she found her experience in prison work very rewarding.

Moore, also the practicum supervisor, described the project as, "a very successful endeavor." More students may work at the Saskatchewan Farm Institution in the future, he said. "It provides the student with a unique setting as well as providing very economical programming for the institution," he said.

Ontario carnival

Ontario Region's holding its first-ever winter carnival in the last two weeks of January and first week of February. Organizers **Larry Cook** and **Karen Heimans** at Kingston Penitentiary, **Al Langsford** at Collins Bay Institution, **Dave Noble** at Millhaven Institution, and **Chris Vaivada** and **Sara Schromberg** at RHQ have planned for snow sculpturing, table tennis, broomball, sleigh rides and a tug of war among the fun.

The guest speaker of the evening was **Lou Drouillard**, Executive Director of the St. Leonard's Society of Canada, a man well experienced in prison and volunteer work. Special music for the gala event was provided by a string ensemble from Queen's University Music Department led by Professor **McLellan**.

The ensemble included **Allison Gagnon**, piano, **Michael Krause**, violin, **Tilman Lewis**, cello and **Jennifer Sisson**, violin. **Max Young** of the Salvation Army Correctional Services gave thanks before the meal. **Owen Rowe**, H.S.D. was the Master of Ceremonies. Warden Caron also addressed the group briefly on behalf of the institution. Inmate Chairperson **Sharon Carlsen**, thanked the volunteers on behalf of the inmate population.

The Prison for Women utilizes about 250 volunteers from the private sector, independent agencies and churches to support staff in helping its inmates. These

volunteers reflect a cross section of society, a variety of religious beliefs, a multiplicity of racial and cultural backgrounds, and a mixture of social standings. About 25 percent of the prison's inmates are of native origin and guests in attendance included native and French-speaking volunteers.

Volunteers may render service in many ways, in group activities or on a personal basis with individuals, in social, recreational, educational, cultural, vocational or religious programs. Some volunteers serve for years while others, such as university or college students may stay only a few months. Either way their contribution is invaluable.

The inmates of the institution, under the direction of steward **Richard Viau**, head of Social Development **Owen Rowe**, and Chaplaincy Coordinator **Rev. Downs** prepared the gym and the food, served the guests and cleaned up following the banquet.

• from Page One

Meritorious Service

Another violent eruption came three weeks later at Laval Institution. **David Lévesque** distinguished himself by his behavior and initiative, for which he received the Commissioner's Citation for Meritorious Service and a medal.

"David Lévesque," his citation reads, "after having heard gun shots immediately went towards the trouble area to offer help. Although he was slightly injured, he coordinated the evacuation of the correctional officers who were in the trouble area and sent a response team to regain control. He thus showed efficiency and initiative."

ERT Commendation

The Emergency Response Team for Archambault Institution received team and individual citations for its professionalism. The team, the citation states, "with the help of four intervenors, showed exemplary behavior and high professionalism by regaining control of the institution without sustaining any serious injury nor causing any to inmates. They thus accomplished an exemplary and praiseworthy exploit."

Team captain **Yvon Chagnon**, CX-8 accepted the citation on behalf of his colleagues. Other ERT members honored were: CX-6 **Noel St-Amant**, CX-4 **Ghislain Léonard**, CX-4 **Réal Simard**, CX-4 **Maurice Trudeau**, CX-2 **Richard Barabé**, CX-2 **Luc Brisebois**, CX-2 **Jean Choquette**, CX-2 **André Leclerc**, CX-2 **Jean-Pierre Nowlan**, CX-2 **Jean-Rock Roussel** and CX-2 **Michel St-Aubin**. Joining the team to regain control of the institution, the following also received citations: CX-2 **Claude Gratton**, CX-2 **François Lamer**, CX-2 **Georges Lavigne** and CX-2 **Gilles Pelletier**.

In his address, Commissioner **Yeomans** stressed, "the difficult work that must be accomplished by the correctional officers." He pointed out that in spite of some reports no inmate had submitted any formal complaint on treatment they received related to the two incidents. The Commissioner expressed his confidence in CSC officers, "who showed this summer their professionalism in extremely difficult situations."

Deputy Commissioner **Jean-Paul Dugas** said, "Quebec Region was today torn by the legitimate pride to emphasize the exceptional qualities of 19 staff members and the deep regret for three others who left us a few months ago."

"None of us has really drawn a veil over the tragedy which occurred last July at Archambault Institution. There has not been enough time and although life continues, there are still after-effects of this trauma which deeply touched us."

Léandre Leblanc, **David Van den Abeele** and **Denis Rivard** are still present for us," he said.

Present during the ceremony were Mrs. **Kay Yeomans**, Inspector General **Al Wrenshall** and Mrs. **Betty Wrenshall**, Ste-Anne-des-Plaines Mayor **Robert Therrien** and Mrs. **Therrien**, Quebec Regional Executive Officer **Jean-Claude Perron**, Archambault Warden **André LeMarier**, Laval Assistant Warden Security **Jean-Paul Bergeron**, and Québec Regional Manager of Security, **Gérald Marineau**.

LET'S TALK

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welcome your contributions, letters and articles. Send them to your Regional Manager, Communications and in Ottawa to the editors:

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LET'S TALK

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VOL. 8 NO. 3 FEBRUARY 15, 1983

Stony Mountain Inst. accredited

OTTAWA — Stony Mountain Institution received three-year accreditation standing at a final hearing, held in Nashville, Tennessee Jan. 15.

The successful accreditation brings to 43 the number of accredited institutions and district offices in CSC.

Warden Terry Sawatsky and Inspector General Al Wrenshall represented CSC. It was the only CSC facility presented to the January panel of the American Commission on Accreditation for Corrections for a decision.

This March, it is expected that Mission Institution, Pacific Region, and the Regional Reception Centre, Quebec Region and possibly others will go forward for their final hearings.

• See photo Page 4



Ontario Retired Officers Association

ONTARIO — The Retired Officers Association had Kingston and the Islands MPP Keith Norton as guest speaker for its November meeting. Shown are executive members during 1982. Left to right: Gordon Wood, chairman visiting committee; Doug Chinnery, chairman ways & means; Harold Mills, treasurer; Chris Kinsella, chairman entertainment committee; Hon. Keith Norton; Cora Murray, chairman membership committee, and Reg Gage, secretary.

Quebec, Pacific pilot national staff training

QUEBEC — Pilot projects at Laval Staff College, Quebec and the Pacific Correctional Staff College at Mission, B.C. have brought CSC into a new era of staff training.

For the first time at a national level, a pilot project to train supervisors was held at Laval Staff College Nov. 1-18, graduating 17 participants coming from all five regions.

A second phase of the new standardized training program is currently underway for non-CX staff supervisors at Mission Staff College and due for completion Feb. 18.

Objective of the pilot projects is

content evaluation by the participants, to ascertain the program's relevance for CSC and to help develop instructional capability at all staff colleges.

Regional Deputy Commissioner Jean-Paul Dugas, and the parliamentary secretary to Solicitor General Bob Kaplan, Alain Tardif, addressed participants of the Laval course at a graduation ceremony Nov. 18, following opening remarks by Brian Marley-Clarke, director general of staff training and development.

• See Page 4

Additional medical coverage Prison Medicine on University curriculum

by Les Shand
Asst. RMC Prairies

PRAIRIES — Stony Mountain Penitentiary near Winnipeg is now part of the curriculum for medical residents in the University of Manitoba's Department of Family Medicine.

For the past 18 months, Dr. Robin Krause, assistant professor of family medicine at the university and the current present of the College of Family Physicians of Canada, and his colleague Dr. Brian Cornelson have coordinated the program in conjunction with CSC. It provides medical coverage to the institution's approximate 500 inmates as well as a teaching practice for the residents.

The project was initiated with a

request from Dr. Bill Davis, former regional manager of medical and health care services for Prairie Region. Medical care for the institution at that time had been given part-time coverage by a local physician. With the opening of the university's Seven Oaks Family Practice Unit, Dr. Cornelson realized the opportunity for the teaching practice.

Medical residents, completing their final year of the two-year Family Practice residency, spend two days per week at the institution. Additional medical coverage provided by Dr. Krause and Dr. Cornelson, results in primary care, five half-days per week.

CSC hopes to benefit from this endeavor in encouraging more

physicians to practice in this challenging field.

Prison or Corrections Medicine is unique in that it encompasses a higher proportion of contact with psychological and psychiatric problems than a general medical practice.

Edna McIvor

Long-time volunteer worker and Order of Canada member Edna McIvor, died Dec. 30, 1982 in Winnipeg. She was 80. Funeral services were held inside Stony Mountain Institution, and at St. Joseph's Roman Catholic Church in Stony Mountain on Jan. 3. Let's Talk will pay tribute to "Ma" in a forthcoming edition.

Two laws will mean changes for CSC

OTTAWA — CSC's access to information and privacy coordinator predicts several precedents will be set this year in CSC following the expected proclamation April 1 of two new federal laws — the Access to Information Act and the Privacy Act.

Ted Jamieson, who is also director of records services at NHQ, plans more orientation sessions for managers and is looking at more training for directly involved staff.

Regulations and Treasury Board guidelines for the new laws — passed by Parliament as Bill C-43 last summer — will have arrived at Jamieson's office by the end of January. They will give him a good idea of how CSC will be affected and the steps necessary to complete CSC's preparations.

Already, an inventory of all CSC documents, reports, records, papers, operating manuals and other formal written material has been forwarded to Treasury Board. The inventory is now in a massive federal information bank.



Ted Jamieson

Staff will be affected in two ways — as private individuals, and in their professional roles as public servants, he says.

Under the new Access to Information Act, for example, job-related information such as classification, salary, job description and more becomes available to the

public, including offenders.

The Human Rights Act of 1978 used to keep this information under wraps. Inmates, ex-inmates, staff, or ex-staff used to gain access to CSC records on themselves under the Human Rights Act, but after April 1 it will be under the Privacy Act.

While the Human Rights Act provided for a privacy commissioner to recommend disclosure if a request was refused, the Privacy Act, and Access to Information Act, will allow appeal through the federal court system.

Under the new Access to Information Act, the public can ask to see operational files, reports, administrative directives, manuals, and all working documentation. Within two years of proclamation, CSC will have to provide reading rooms at suitable locations for public access, Jamieson notes.

Let's Talk will discuss the new laws' potential impact on CSC in a forthcoming edition.



'Go Boy' caught

ONTARIO — Wondering where Roger Caron — alias Go Boy! has been hanging around lately? Caron said he dangled here for 20 minutes after free-falling from 4,600 feet on his 11th jump with the Ottawa Skydiving Centre, near Winchester, in extreme cold. "It took about three hours to get the chute out with saws and ropes. I had to climb back up the tree into the small branches which was more dangerous than landing in the tree in the first place," he said. The Governor General Award-winning author has sold over 300,000 copies of Go Boy!, its movie rights (filming is to start late next summer) and plans release of a second book, Bingo!, next fall.

All they wanted for Christmas!

PRAIRIES — The following Christmas request was received by Warden Jim O'Sullivan, Saskatchewan Penitentiary, from the inmate committee.

"Seeing that it is the Christmas season, can we hire a helicopter from the airport to give inmates a ride around the exercise yard? We

can sell tickets for a ride at \$1 each," the inmates proposed.

"If you think this is too much of a request, we are willing to make a concession. We'll make the ride once around the small exercise yard instead of the big yard. We are easy to please!"

Needless to say, they got coal in their stockings instead.

Canada

Warden Sam Bedson credited with helping to save bison The buffalo came from Stony Mountain

The following was based on an article which appeared Dec. 1, 1982 in the weekly Stonewall Argus by Lorne Reimer and after extensive historical research by Norm Gorman.

PRAIRIES — Today, Manitoba's red ensign has the buffalo grazing peacefully beneath St. George's Cross. But in the late 1800s, they were almost wiped out but for the personal interest of the Stony Mountain Penitentiary warden.

Colonel **Samuel Bedson** had a flair for looking after animals — he had a sled-pulling, trotting pair of moose which went on tours with him. These, and the province's first zoo and golf course attracted notables like Sir John A. Macdonald, Lord and Lady Dufferin and the Marquis de Lorne to the penitentiary.

There were the snakes — workers building the penitentiary actually went on strike to protest the thousands of garter snakes crawling and basking about on the rocks while they were trying to work.

Bedson brought the snakes under control by sealing the rock pit. The zoo would eventually feature a bear, badgers, wolves, foxes, mink, two bald-headed eagles, a trained hen and five pelicans from nearby Shoal Lake.

But it was the buffalo that made Bedson's most spectacular display. A small herd arrived in 1880 when the animals faced extinction. By 1888, Stony Mountain was home to 110 of the American bison — 85 purebred adults, eight mixed and 17 calves.



Stony Mountain Warden **Sam Bedson** (top right) is shown on steps of the penitentiary in 1886 following the Riel Rebellion. With him are: Father **Albert Lacombe** (top left)

Big Bear (top centre), Father **Clouthier** (bottom right), **Poundmaker** (centre, seated) and an unidentified priest or officer.

But the influx of settlers by now forced the warden to sell his herd.

The federal government had declined an offer to get involved. Bedson returned 27 buffalo to his creditor, Sir **Donald A. Smith** who gave five to Winnipeg's Assiniboine

Park, 15 to Banff, and kept seven at his farm.

The remainder were sold over Canadian public protest to **Buffalo Jones** of Kansas, who later sold most of the herd to a pair of Montana ranchers. French

Canadian **Charles Allard** and Mexican **Michel Pablo**.

In 1906, with the herd 800 strong, and their lease inexplicably cancelled, the ranchers thought the buffalo would wind up as meat. Prime Minister Sir **Wilfrid Laurier**,

The Honorable **Frank Oliver** and **Alexander Coyotte** intervened and some 716 descendants of the original herd made it to Alberta where its count exceeded 13,000 in 1960.

Glenbow Archives, Calgary



Guard's widow, daughter visit RHQ

ONTARIO — Fifty-seven years ago, in 1926, Kingston Penitentiary Guard **Earl Jenkin** (left) was slain by an inmate on the prison farm during an escape attempt. Jenkin was survived by his wife, **Violet**, and five children between four and 14 years of age which she supported on a pension in those days of \$50 per month. Mrs. Jenkin, 93, (below, left) never remarried and lives with her daughter, **Roma** (below) just outside Kingston. The widow and daughter of the guard visited RHQ and the commemorative plaque.



Authors of article studied U.S. prison riots back to 1900

Can riots be prevented?

Following is a summary of an article by **Steven D. Dillingham** and **Reid H. Montgomery Jr.** which appeared in the U.S.-based *Corrections Today* magazine, October 1982 issue. An in-depth summary of causes, preventive measures and methods of controlling riots and disturbances in the U.S. is contained within *Riots & Disturbances in Correctional Institutions*, available from the American Correctional Association, 4321 Hartwick Rd., Suite L-208 College Park, MD 20740 for \$8 (U.S.).

OTTAWA — Prison riots have been one of correction's major problems since 1774, when the first American prison riot took place at Simsbury Prison in Connecticut.

A successful program for riot prevention, authors of a recent article concluded, must incorporate a cost-appraisal of prison disturbances, identification of the primary causes of riotous behaviour, and employment of effective techniques for assessing and alleviating riot-prone conditions.

Costs of prison riots

A study by the South Carolina Department of Corrections revealed that more than 200 documented riots occurred between 1900 and 1970, the authors noted. Another 100 have taken place since 1970, they estimated.

Riots were defined as incidents involving 15 or more inmates and resulting in property damage, and/or personal injury.

Costs associated with riots are staggering, in terms of loss of life, loss of property and loss of time.

For example, costs of the 1980 New Mexico riot were estimated at \$28.5 million and several persons died. Damages from the Attica riot were \$3 million. Four hundred inmates caused \$100,000 damage during seven hours of rioting at Auburn Correctional Facility in New York in 1970.

Contributing factors

A Select Committee on Crime, formed in 1973 to study riots, listed the following problem areas contributing to U.S. riots: meaningless employment for inmates, poor vocational and educational programs, inmate overcrowding, rural prison location and poorly trained staff.

The South Carolina study gave the following variables or conditions associated with prison riots between 1900 and 1970:

- There is a higher incidence of riots in maximum security
- The larger a prison's planned capacity, the higher the incidence of riots
- The older a prison is, the higher the incidence of riots
- As the amount of contact time

between the warden and inmates decreases, the incidence of riots increases — of those wardens who spent more than 25 hours per month in direct contact with inmates, incidence of riots was 15 per cent lower

- Prisons with more highly-educated inmates and correctional officers had more riots
- Prisons with administrative and punitive segregation facilities had more riots. The greater the availability of segregation suggests the prison tends to punish for wrong behaviour more than it rewards inmates for correct behaviour

Riot prevention

Research revealed three important ways to help prevent riots: inmate grievance mechanisms to hear inmate complaints; use of inmate councils to verbally communicate with prison officials, and; use of an attitudinal survey for inmates to non-verbally communicate their concerns.

While prison riots aren't going to be prevented in simple 'cookbook' fashion, research shows better understanding of their nature benefits correctional administrators in managing their institutions and ensuring preventive measures are in place. Costs of future riots, however, are likely to spiral, the authors said.

Waterloo workshop

Mutual cooperation, respect

ONTARIO — A two-day workshop sponsored by the National Joint Committee of the Canadian Association of Chiefs of Police and CSC was well attended and productive, in Waterloo last November.

Leading organizer **Diane Doherty**, who manages CSC's Guelph office, arranged for an impressive array of speakers on medical, law enforcement, institution security and parole topics.

Dr. **Prem Gupta**, regional chief, psychiatric services, Ontario Ministry of Correctional Services presented an insightful and provocative paper on the "criminal personality." He pointed out ways to identify the criminal personality and suggested rehabilitative efforts be concentrated on those offenders amenable to change.

Jack Hickman, Ontario RHQ security, overviewed the role of CSC security and ways in which police and CSC security can work more closely.

Inspector **John Robinson**, London city police and chairman of London Citizens' Advisory Committee spoke on cooperation between CSCs police and CSC. **John Kastner**, CBC Emmy Award winner, discussed his filming of selected offenders at various points during their sentence.

Yvonne Latta, National Parole Board, led a valuable workshop which studied a case for parole.

Other presentations were by Sergeant **Glen Bowmaster**,



Doug Crosbie, Belleville chief of police and regional chairman of the national joint committee, Canadian Association of Chiefs of Police and CSC (left) and **Gilles Martin**, CSC Western Ontario District Director, were delegates to workshop.

Kingston OPP and Staff Sergeant **Joe MacDonald**, Waterloo regional police, on the role of police intelligence with emphasis on CSC/police cooperation; Staff Inspector **Norm Thompson**, Hamilton-Wentworth regional police on functioning of a community assessment team, and; Corporal **Paul Shrive**, Toronto OPP special squad, who gave a slide presentation on law-breaking motorcycle gangs.



Diane Doherty, CSC Guelph office manager, organized two-day workshop.

Letter to Commissioner

Australian tips hat to CSC

Commissioner Yeomans —

I am writing a note of thanks for the assistance you afforded **Darren Room**, deputy director of correctional services (Programmes) in this state. Room was only able to visit one institution, namely Edmonton Institution, but he was delighted with the hospitality afforded him there, in particular the assistance provided by the superintendent and the staff at the institution involved

with social programmes and psychology.

Room advised me that he was impressed with the type of security administered at the Edmonton facility and with the wide range of programmes available to the prisoners. He was interested also in the large part that music appeared to play in the prisoner programmes and was immensely impressed with the high standard of facilities provided for prisoner industries. Other features which attracted Room's attention were the splendid sporting facilities given to the superintendent in terms of administrative and professional help along with excellent working facilities and with the relaxed tone of the institution which is a maximum security one.

You may be assured that if officers of your Service happen to be travelling in Australia and venture into the State of Victoria, our

Department and Room in particular would be delighted to return the kindness of your Service which has in recent years been shown to our former director, **J. Dawes** and the deputy superintendent of our biggest prison, Pentridge, **Grant Johnson**.

Staff who visit overseas facilities report favourably about the interchange of ideas and the different perspectives they offer through seeing institutions operated by other services.

Once again I thank you for your interest and hospitality and hope that it may continue.

Yours sincerely,
Barry Apsey
Acting Director
Dept. of Community Welfare Services
Division of Correctional Services
55 Swanston St.
Melbourne

Treaty signed with Thailand

OTTAWA — Prime Minister **Trudeau** has signed an inmate transfer treaty with Thailand, the sixth foreign country to join with Canada in a voluntary repatriation agreement.

The prime minister's signing of the treaty Jan. 5 clears the way for Thai legislation and ratification to make transfers possible.

In addition to Thailand, Canada has treaties with the U.S. - 1977, Mexico - 1979, France - 1979, Peru - 1980 and Bolivia - 1980. Before transfer of offenders can occur, the treaty must be ratified by both parties. Three nations have ratified with Canada: U.S. - 1978, Mexico - 1979 and Peru - 1980.

Ministry general counsel **Maurice Charbonneau** says a meeting of the 21-member Council of Europe Mar. 21 could result in eight to 10 European nations signing a multi-lateral transfer convention which Canada and the U.S., both non-members, expect to participate in. The convention is expected to be ratified as early as the end of 1983, he adds.

Sexual harassment case prompted major inquiry

OTTAWA — A sexual harassment case, concluded during the past year, has prompted Commissioner **Yeomans** to warn that such behavior won't be tolerated in CSC.

"CSC employees don't have to put up with sexual harassment," the Commissioner said in a prepared statement to *Let's Talk*.

In this case, the Commissioner appointed a four-member commission of inquiry with powers under federal law to investigate. The commission recommended the disciplining of a senior staff member at the institutional level.

Commission chairman, CSC Inspector General **Al Wrenshall** said it was the first time a sexual harassment case in CSC had reached such a high level of inquiry. "It shows the Commissioner takes a very serious view of this subject," the Inspector General said.

Disciplinary action in this case stopped short of dismissal. "Disciplinary action for future cases will be more severe," the Commissioner said.

The Inspector General believes that the only other sexual harassment case to formally arise during the past two years was handled at the local level, where policy requires it to be dealt with first.

Equal Opportunities Director **France-Marie Trépanier** said formal policy — a Commissioner's Directive and a Divisional Instruction — has now been written based on the new Treasury Board Guidelines for the federal public service. It was approved by CSC's senior management committee Jan. 18.

Sexual harassment is defined as a form of personal harassment which "is deliberate and unsolicited; it includes offensive sexual comments, gestures, or physical contact that are deemed objectionable or offensive, either on a one-time basis or in a continuous series of incidents."

Christmas TA program successful

OTTAWA — Although more inmates were granted temporary absences this past festive season than a year earlier, the return success rate was higher — 99.3 per cent in 1982 compared with 98.17 per cent a year earlier.

CSC and the National Parole Board granted temporary absences to 954 inmates for Christmas or New Year's at home, compared to 654 inmates a year earlier. A statement Jan. 7 by the NPB notes 690 inmates left institutions for Christmas, and another 265 for New Year's.

Only seven inmates did not return to the institutions as required by their TA permits, and six were returned early for failing to abide by release conditions. Four inmates

were still unlawfully at large Jan. 7.

"The results show the validity of the program and the care that the NPB and CSC take in choosing inmates who enjoy these short leaves from the institutions," said **William Outerbridge**, NPB chairman.

"The inmates feel still more deeply the absence of their loved ones during the festive season," Commissioner **Yeomans** said. "It is important that those whose behaviour justifies it can enjoy temporary absence permits to further develop the ties that they have with their families."

"The success of the program again this year proves the importance that the men and women who participate attach to it," said the Commissioner.

Inter-regional cooperation helps

What's New?, Ontario Region's newsletter, never misses an opportunity to praise fine inter-regional cooperation, as it did in its December issue. Kingston Penitentiary Production Supervisor **Herb Shepherd** — the silver-tongued Irishman — received a call from his Dorchester counterpart **Ian Hamilton** in November. Ian was having trouble getting a shipment of some 37,000 rivets from a company in Gananouque, near Kingston.

Fortunately, some instructors from Atlantic Region were on

course at the Staff Induction Centre. Herb made arrangements for Kingston's **Jim Brown**, senior upholstery instructor, to pick up the rivets — weighing 87 kilograms or 192 pounds — and deliver them to one of the instructors at the college.

"After playing havoc with airport metal detection equipment and the suffering of a couple of near hernias, the rivets were happily delivered into now-busy hands at Dorchester," according to the newsletter.

Cowansville soccer team looks to new season

QUEBEC — For the first time at Cowansville Institution and perhaps in CSC, an inmates' soccer team has completed a full season as part of a recognized senior soccer league, says **Jean Tremblay**, Cowansville sports instructor.

The nine-member Quebec Soccer League — whose playing season begins in May, recognized the Cowansville team after it met all the usual conditions and paid refereeing costs for its 16 games — since they all were played at the institution.

Cowansville finished the season with five wins, nine losses and two ties and took the "most congenial team" trophy. Inmate **Michel Manégat** was awarded a trophy as the highest scorer in the league.

Tremblay says visiting teams provided a list of their players to meet security requirements beforehand, and submitted to rules of the institution when on hand for a game. Inmates paid an initial deposit, inscription and refereeing fees, while the recreation department provided the uniforms. Last February, recruitment began and a training camp was set up in the gym to prepare for its first game May 2.

Tremblay says the team suffered morale problems after the first eight

games with only two wins. "Some players had the tendency to make their presence felt to the detriment of the others and the regularity of the team game suffered."

Then after eight games with only two wins, "lack of enthusiasm and indifference caught some players, which was sufficient to harm the entire team."

After 12 games, despite the team adding two wins and a tie to its record, "the group lacked motivation and needed a leader. The result of the last four games has proven the inferiority complex inmate team members were burdened with when confronted with stronger teams," he adds.

"But what we have to bear in mind for this first season is that some players were able to compete on a par with players of a recognized league and derived great satisfaction."

Tremblay says that despite some motivational problems, lack of solidarity and constant leadership questions, some players "experienced for the first time participation in a well organized league where they were close, not to criminals, but to people who like sports and who have wholesome social activities in their spare time."

Two colleges pilot first national training plan for supervisors



Participants at the Quebec training session, left to right: (Top row) L. Van Allen, National Correctional Staff College, Ontario; J. Richard, CX-6, Correctional Development Centre; B. Bell CX-5, William Head Institution; H. Skidmore, CX-5, Springhill Institution; E. Neufeld, CX-5, Matsqui Institution; T. Decker, CX-5, Collins Bay Institution; G. Nelms, CX-6, RPC Pacific; J. Wagar, National Correctional Staff College, Ontario. (Middle row) E. Asselstine, National Correctional Staff College, Ontario; N. St-Amand, CX-6, Archambault Institution; H. McBreen, CX-6, Kent Institution; B. Lamontagne, CX-8, Laval Institution; P. Dumouchel, CX-5,

Leclerc Institution; R. Lyman, CX-5, Warkworth Institution; W. Headrick, CX-8, Saskatchewan Penitentiary; P. Pain, National Correctional Staff College, Ontario. (Seated) D. Gaumond, National Correctional Staff College, Quebec; R. Chryvala, CX-6, Dorchester Penitentiary; J. Hood, CX-STI, National Correctional Staff College, Pacific; J. Dougherty, CX-5, Drumheller Institution; V. Thibodeau, CX-6, Kingston Penitentiary; E. Kincaid, CX-6, Millhaven Institution, and; Y. Thibault, National Correctional Staff College, Quebec.

• from Page One

The Quebec training sessions were highly rated, says **Gerry Kwapisz**, chief of management training NHQ and course director.

"All participants praised the hospitality of Quebec region and the quality of the resource persons," adds **Roger Lupien**, training and development coordinator at Laval Staff College.

The new training program was developed with consultants from private industry, and incorporates the Public Service Commission's supervisory orientation package designed in June, 1982 to meet the needs of line supervisors.

Available in both official languages, the course is designed to last three work weeks. The program's full implementation is set for this spring, Kwapisz says.

The Supervisory Training Program is part of a continuum, a developmental progression leading to middle and senior management orientation programs.

Long-term objectives include developing a standardized national training program allowing staff mobility from one region to another in conjunction with integrated career development planning now being implemented in CSC, Kwapisz says.



Stony Mountain Warden **Terry Sawatsky** receives accreditation award from **John McGough**, Commission on Accreditation for Corrections, in Nashville Jan. 15.

Food service officers attend new course

ONTARIO — A course for food service officers was conducted at the Staff Induction Centre by Regional Food Services Officer **Cliff Farmer** No. 22-26. Seven Ontario Region officers attended: **Ruby Purdon**, Staff Induction Centre, **Dennis Wheeler**, Collins Bay Institution, **Joe Arsenault**, Kingston Penitentiary, **Chuck Thirnebeck** and **Larry Carkner**, both of Millhaven Institution, **Jim Perry**, Joyceville Institution and **Roger Potvin**, NHQ Technical Services.

Basic leadership techniques, budget and control of funds, performance review and appraisal reports, duty rosters, suppliers, menu planning, staff relations, and inmate employment were among the subjects covered.

"This course is the first of its kind presented to officers within the Service," says Farmer. "It served as a pilot and during December adjustments were made so instruction can continue in January with additional courses."

The first course was designed for food service officers below the FOS 7 level to give them a working knowledge of the administration supporting kitchen operations in our system, he adds.

Other courses for food service officers at all levels are being programmed to follow the national curriculum design and, when completed, will be presented to candidates.



Our three radiant gals from Edmonton Parole Office, left to right: **Leslie Leeman**, **Penny Lazarowich** and **Simonne Ferguson**.

Hang in there baby!

PRAIRIES — Obviously — see photo — inflation and not recession had its way with Edmonton Parole Office during 1982.

With 75 per cent of his female parole staff "just a little bit pregnant" District Director **Keith Wright** issued a challenge to any other district director to "beat that."

Edmonton Parole's three, radiant gals are **Leslie Leeman**, her first was due Jan. 15, **Simonne Ferguson**, her third was due Feb. 1, and **Penny Lazarowich**, her third due Apr. 1. Penny and Leslie are parole officers, Simonne is section supervisor.

Wright said in an interview he doesn't appreciate his mail being directed to: "Chief of Obstetrics, Maternity Ward, Edmonton Parole." He also denied that emergency delivery techniques have been added to office contingency plans.

A CSC staffer at the office reported, "It's interesting to see him pale and resort to breathing exercises whenever an unusual moan or noise breaks through the usual office humdrum."

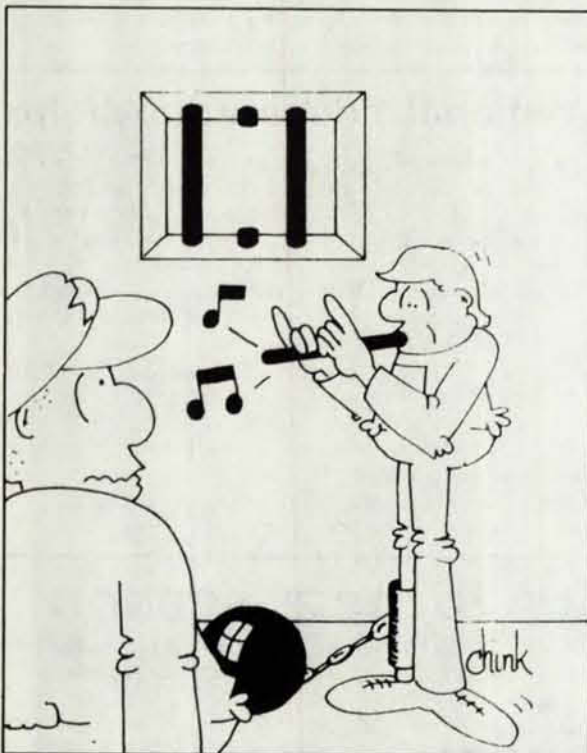
We wish our three lovely ladies and their families all the best in 1983.

BRIEFLY

CSC STATISTICS SHOW REDUCTION IN NATIVE OFFENDERS — A review of CSC Prairie Region statistics indicates a reduction of about 10 per cent in the number of native offenders serving federal terms in the region, in comparison to the same period in 1977. National statistics also show a decline. The Province of Alberta also recently released statistics showing a decline in the number of natives housed in provincial institutions.

DID THE MURDER RATE INCREASE SINCE ABOLITION OF THE DEATH PENALTY? — A poll by Gallup last February showed the public has overestimated the violence in Canada. For example, a national sample was asked whether the murder rate increased or decreased since 1977. Two-third of those replying thought the number of murders had gone up. In fact, it has declined from 711 in 1977 to 647 in 1981. The sample was asked what percentage of those released on parole commit violent crimes within three years of their release: 62 per cent estimated from 40 to 100 per cent — the right answer, including those on mandatory supervision, was 13 per cent.

Knuckles: Harold Paquette



LET'S TALK

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welcome your contributions, letters and articles. Send them to your Regional Manager, Communications and in Ottawa to the editors:

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Staff Photographer



1983

WORLD COMMUNICATIONS
YEAR



LET'S TALK

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CSC aims to improve safety record

OTTAWA — Simply stated, safety is common sense. It should be an underlying factor in all areas of human endeavor, CSC's safety policy asserts.

The Chief of Occupational Health and Safety, **Robert Boucher**, will be visiting all five regions this spring to help build staff awareness of the long-established and newer safety issues.

In fiscal 1981-82, CSC had the highest industrial accident rate of the federal public service, Boucher notes. While inmate assaults on staff and injury due to other security incidents are included in the rate, Boucher adds most of the time lost was due to "straight accidents."

The rate was 111.5 days lost per 100 employees in fiscal 1981-82, he says. Added up another way, the frequency was 13.4 employees hurt for every 100 employees on the job.

That's not too good — Boucher notes the average for the public service as a whole is 5.4 employees hurt for every 100 on the job.

It also means the Department of National Defence including the armed forces, despite the risks its personnel must take, had a lower accident rate in 1981-82, he adds. Only the former government department, Canada Post, had a higher rate before becoming a Crown Corporation in October, 1981.

The Occupational Safety Policy, of the Public Service of Canada, has been approved by Treasury Board for some time, and binds CSC to the principles of the Canada Labor (Safety) Code.

Our safety policy states, "The safety of all persons employed in CSC is of prime consideration in all of its operations."

In the next issue of *Let's Talk*, we will report on how CSC will be promoting safety in our own places of work.

Watch for coverage of CSC's staff awards program in our next edition



Photo: Barrie Wright

Drama at Kingston Penitentiary

ONTARIO — No, this is not a scene from 'General Hospital'! Media technicians John Tighe (left) and Dave Bryant recently filmed an operation in progress at Kingston Penitentiary. They were required to don gowns, masks etc. The filming was for an upcoming video-tape presentation on Health Care Services in Ontario Region.

Manpower planning Career Development Program underway

OTTAWA — A new Career Development Program is the focal point of several new manpower planning measures now taking effect in CSC.

Barry Mullen, manpower planning director, says the new program will be noticed by staff as early as this month when the first performance appraisals under a revised system must be submitted by supervisors.

The new measures include:

- Career development for employees identified as having potential
- An expanded computer system
- High Potential Employee listing
- A 15-month manpower needs forecast
- A revised performance appraisal process

The manpower planning division has implemented the changes as a result of the higher priority attached to staff training and development with the creation of a new branch and appointment of a Director General, **Brian Marley-Clarke** in August, 1981.

• See Page 3

University courses for inmates fall to restraint

OTTAWA — Inmates taking courses leading to university degrees will lose financial support due to restraint measures, says **Marjorie David**, director general inmate employment.

About 230 part and full-time inmate university students, and possibly others taking correspondence courses with CSC help, will have to find a way to pay for these academic courses themselves, she says.

"We are exploring other funding avenues including possible grants and scholarships for inmates," David says.

Courses of a technical nature at the post-secondary level are not affected by the measure, whether they be through vocational, community college or university programs, she notes.

Major contracts with universities in British Columbia and Quebec expire at the end of July, and in Manitoba and Ontario at the end of March. A minor contract for inmates at Springhill Institution in Atlantic Region will also not be renewed, she says.

"This has been a very good program, however, in a time of restraint sacrifices had to be made."

During January, a total of 2,649 of the 10,755 inmates on-register were in education and training. Just over two per cent of all inmates are affected.

CSC subsidies to university programs have always been discretionary funding. About \$1.2 million could be shaved from the budget over the next two years with the restraint measures, says **Dennis Finlay**, A/Director of public information.

Spare-time survey shows family, friends rate high

This article follows-up a story published in a September, 1981 issue of *Let's Talk*.

QUEBEC — Correctional officer staff in Quebec Region who responded to a survey on their spare-time activities said family and friends rated high in terms of time allocated outside work.

Yvon-Paul Charette, Laval Correctional Staff College instructor, conducted the survey with the help of **Raynald Tremblay** and **Jacques Diotte**, Quebec RHQ.

Results of the survey were compiled recently after processing data through the University of Quebec in Montreal (UQAM) computer.

Average respondent young

The average respondent was young (average age: 23-27 years), married (78%), had less than three children and worked for CSC for less than 14 years. Most of the respondents (81.6%) didn't work part-time outside CSC.

Respondents spent most of their spare time with family or friends (65.4%).

The respondents' answers showed that television viewing and doing odd jobs around home or in the community were the main leisure activities. They also preferred going out to a restaurant for a meal than going to bars or discothèques.

Almost 72 per cent said they devote themselves to a particular spare-time activity outside the above during the summer.

Two people out of three would like to see a reorganization of local social funds, while two out of 10 are calling for the establishment of a regional social entertainment committee.

No lack of interest

The survey found that if the CX employee did not participate actively in local social committee activities, it was not because of a lack of interest, information, money or good health. Thirty-three per cent said they had little spare time available or were personally not organized enough to participate (30.7%).

The majority of respondents (86%) were, however, willing to give \$2 weekly for structured social activities and didn't object to the organizing of an important social fund. Of these, 30 per cent would gladly spend three or four dollars per week for organized social activities.

Yvon-Paul Charette concludes CXs are not in need of motivation — they only have to organize. Local social committee reps and anyone else concerned with the project can reach Charette at Laval Staff College, 661-7705.

Newsmakers in the Regions and NHQ

Pacific

Eila Loughlin

Generosity is alive and well as evidenced by the gesture of Local 20018 of the Union of Solicitor General Employees, William Head Institution and other individual staff members of the institution, towards the Western Community Christmas Food Fund, in Victoria.

Rose Larson, immediate past president of Local 20018 presented Roger Konkle of the South Van Isle Lions Club with \$1,105 Dec. 17. This amount was made up of \$500 from the Union Fund and \$605 collected from individual union members and other staff members of the institution. The money was raised in only three days.

Congratulations to all union and staff members for their contribution such a good cause.



Participants are shown above, left to right: **Tom Callahan**, first vice president Local 20018, Union of Solicitor General Employees; **Arlie Bender**, warden; **Roger Konkle**, co-chairman, Western Community Christmas Fund; **Rose Larson**, past president, Local 20018;

Larry Poitras, project initiator at William Head Institution; **R. Johnstone**, Rotary Club committee member; **Dave Hammer**, second vice president Local 20018, and; **Ben Cantin**, assistant warden administration.

Quebec

Michel Lauzon



Jean-Claude Perron, regional executive officer, Quebec Region, is obviously enjoying the attention given during the recent blood donor clinic.

Third blood donor clinic

Quebec Region's third blood donor clinic Dec. 21 proved again to be a big success.

The event — which collected 606 pints of blood — was held for the second year at the Laval Staff College and Ste-Anne des Plaines Institution.

This success would not have been possible without the excellent organizational capabilities of **Richard Roy**, assistant manager Technical Services, Correctional Development Centre, and the cooperation of his staff.



Rolland St. Amour, regional staffing chief.

NHQ

Women's Day highlighted

The Equal Opportunities group at NHQ is highlighting International Women's Day Mar. 8, in the context of International Women's Week, with the showing of the film *Great grandmothers*. The film will be shown at noon hour in the 8th floor boardroom. Equal Opportunities and International Women's Week organizers say the theme this year is "Women as survivors (and beyond)."



Our lovely correspondents from Atlantic, Prairie and Ontario regions recently visited Communications Branch at NHQ, including Let's Talk's workroom. Shown above, left to right: **Francine Phillips** (Atlantic), **Doreen Lundberg** (Prairies) and **Chris Vaivada** (Ontario).

Ontario

Dennis Curtis



A large crowd of well wishers turned out Dec. 2 for a farewell party at the Staff Induction Centre to say goodbye to six staff members from Kingston Penitentiary. Warden **Andrew Graham** presented each with a plaque or medallion commemorating their service. Shown are, left to

right: **CX Wally McClellan**, **CX Doug Glenn**, **CX (Keeper) Joe Northmore**, Warden **Graham**, **CX Graham Torney**, Hospital Officer **Nelson Kittner** and **CX Richard Cole**.

'Grody to the max'

By Les Shand
Asst. RMC Prairies

PRAIRIES — Grody to the max? No, it's not the name of an inmate being sent to a maximum security penitentiary; and it's not the name of some new institution . . . it's slang and means pretty gross, really awful.

People talk in "slanguage" all the time. But most of what was once slang has become so regularly used that people accept it as part of the English language. But beware, in a recent article about the new slang, *Time* Magazine pointed out that if you're still using "swell," "super," "neat" and "far out," you're behind the times.

What about jargon? Jargon is different phrases used by different groups of people that mean something to people within that group, but absolutely nothing to others. While most people are exposed to slang, and eventually understand it, the same cannot be said for jargon.

We all use jargon in some form or another. How about the old show biz adage, "break a leg!" "Government jargon is cute", states the article. "They don't want to say that thousands of people have lost their jobs, so they use 'involuntary leave' instead of 'fired'." Or how about, "making a career decision?"

Clothing stores are getting in on it too. "Want some work clothes? How would you like some 'career apparel' instead? While the weatherman used to say it was going to rain, he now tells us we're in for some 'shower activity'." (As you watch your garage float away!)

Of course, CSC is not to be left out. How about our 'alphabet soup'? We've got: TAs, UTAs, RIs, DIs, CDs, MS, PEDs, NPB., UALs, IPP, CMOIs, CMOCs . . . Whew! How often do we too easily slip into using jargon as a means of communicating with others?

Unless you are or have worked in an institution or some other corrections field you probably wouldn't have a clue what this means: 'I got this kite from a fish who wants to change his drum.' However, knowing that a 'kite' is a letter or a note (usually contraband), a 'fish' is a newcomer (inmate) and a 'drum' is a cell, hopefully, it makes more sense.

A lot of jargon we use in corrections comes from the offenders themselves, either to simplify the intended message or to deceive the listener, usually a correctional officer. Quite often this jargon becomes accepted and commonly used while other terms are coined to continue the deception. Being aware of the 'in' jargon quickly becomes one of the attributes of most correctional personnel.

Ever heard of these jargon terms: jackrabbit, an escapee; six man, a lookout; bingo, a riot; bug juice, a depressant drug; a bitch, a habitual offender; diddler, a child molester; bail, a pack of smoking tobacco; house, a cell, a deuce and some change, a sentence of two years and a number of days; doing the dutch, or, topped himself, committing suicide; and the list goes on and on . . .



The Manpower Planning Team at NHQ

Shown in one of the training rooms at NHQ are, left to right: **Jim Harding**, chief, information systems; **Francine Connelly**; **Sandy Szabo**; **Corrinne Peppley**, chief, career development program; **Barry Mullen**, director, manpower planning; **Helene Lalonde**; **Alexis Nicol**, and; **Sylvie Lemay**.

• From Page One

Expanded information system will reinforce new career development program

OTTAWA — Several systems have been developed and implemented by the manpower planning division during the past year to provide the necessary impetus for a new CSC career development program, says **Barry Mullen**, manpower planning director.

A major system is the revised performance appraisal process.

"The performance appraisal system has undergone major refinements and results in the development and publication of two new divisional instructions," Mullen notes.

(DI 130-4-05.1 covers performance appraisals; DI

130-4-07 deals with the new career development program.)

"The revised performance appraisal system is designed to streamline the review committee process," he explains. "In the future, only those employee appraisals with a rating other than 'fully satisfactory' or where employees have been identified by the supervisor as having high potential, will be reviewed."

"The purpose of the career development program is to establish a systematic approach for the identification of high potential employees to meet operational requirements of the Service," he adds.

"Employees, once approved by the sponsoring deputy commissioner will be placed in a high potential stream and be provided with the necessary training and/or development to assist them in achieving their career goals," he says.

The systems also include the Personnel Administrative Reporting System (PARS) which has been broadened to serve as CSC's Personnel Management Information System (PMIS).

This system contains basic data on all employees, their positions, and now has been expanded to include training and development, and performance modules.

"The training and development module is designed to collect information on recommended training for, or received by employees," Mullen explains.

"The performance module is designed to collect detailed information on an employee's appraisal rating, mobility and promotability," he adds.

"We believe that the above modules, coupled with the basic PAR System, will provide the foundation to assist management in the decision-making process for career development," he says.

BRIEFLY

STUDY CONFERENCE TO VISIT ONTARIO REGION — Several members of the Governor General's Canadian Study Conference will visit the Kingston area and tour area institutions in June. The Conference, being held in Winnipeg, sent an advance party, **Paul Hoag** and **Wayne Patten**, to Kingston to meet with the Ontario deputy commissioner and regional manager of communications Jan. 27.

THREE CANADIANS TRANSFERRED FROM MEXICO — Three inmates — two men and one woman — serving sentences for drug-related offences were successfully transferred to Canada Jan. 19. Three Ontario Region security staff members took part in the international transfer between Mexico and Canada.

PRISON ARTS FOUNDATION PUBLISHES RETROSPECTIVE CATALOGUE — The Brantford Ontario based Prison Arts Foundation has published a bilingual retrospective catalogue of inmate art, photography and crafts. *Prison Arts — Les Arts Dans Les Prisons 1969-1982*. The nation-wide charitable organization has priced the 54-page, four color retrospective at \$10 per copy, plus \$1.50 postage and handling. Enquiries may be sent to Prison Arts Foundation, 80 Chatham St., Brantford, Ont., N3T 2P1; (519) 752-7405.

CANADIANS AMONG HAPPIEST IN WORLD — Results of a Gallup poll surveying 1,200 Canadians on 138 questions last June showed we are among the happiest people in the world. Ninety-five per cent of the people surveyed said they were either very happy or quite happy. Only 77 per cent of Japanese surveyed said they were as happy, in a poll by the European Values System Study Group. Eighty-seven per cent of Canadians said they obey the commandment against stealing; however, we believe only about 30 per cent of our neighbors obey it, the poll claims.

COMMUNITY BOARD MEMBERS APPOINTED BY SOLICITOR GENERAL — Hon. **Bob Kaplan** announced appointment of community board members to the National Parole Board for five administrative regions, Dec. 30. The appointments are for a two-year term. These members represent ordinary Canadians at parole hearings of inmates sentenced to indeterminate or life terms. The appointments are: Atlantic — **E. Pitre**, teacher; **C. Corbin**, real estate agent; **W. Fewer**, mill supervisor; **P. Leblanc**, medical doctor, and; **E. Seward**, administrator. Quebec — **J. Martin**, insurance agency director; **M. Caron-Gibeault**, former school board director, and; **G. Guèvremont**, lawyer. Ontario — **R. Cusson**, administrator; **L. Quilty**, farmer; **G. Goodhew**, secondary school principal; **G. Chevrier**, CNR employee, and; **P. Chapple**, lawyer. Prairies — **J. Gibson**, volunteer worker; **L. Haus**, community liaison officer; **G. Webster**, administrator; **P. Holzer**, farmer, and; **V. Hession**, retired hydro employee. Pacific — **A. Terrana**, employee B.C. Police Commission; **D. Sorochan**, lawyer; **E. Chamberlist**, lawyer; **P. James**, counsellor; **S. Bonfield**, teacher, and; **D. Winterton**, former police chief.

STUDY ON "HABITUAL CRIMINALS" HELD IN B.C. RECEIVED — Solicitor General **Bob Kaplan** and Justice Minister **Mark MacGuigan** have received a 177-page report from lawyer **Michael Jackson** on 18 "habitual criminals" held in British Columbia. Jackson, a specialist in Canadian correctional law policy and administration at the University of B.C., has recommended Criminal Code changes to allow judicial review of those offenders to determine whether they can be considered dangerous under the Criminal Code. The offenders were all convicted in the 1950s and 1960s under a 1947 "habitual criminal" law amended by Canada 30 years later. The study was commissioned by the B.C. Corrections Association and the National Parole Board to determine if the 18 offenders — all held in four B.C. jails on indeterminate sentences — had been treated fairly.

Federal Training Centre inmates receive vocational education

QUEBEC — The Federal Training Centre in Laval offers its inmates a truly vocational education, notes **Réal Charbonneau**, assistant warden of inmate training and employment.

Charbonneau, who came to the centre last fall from the same duties at Archambault Institution, says residents all receive a certificate noting their training and qualifications at the end of the program they take.

"The training programs we offer are in accordance with standards set by the Department of Education, the Labor Department or joint committees with these groups," he adds.

The centre's 30-person teaching

staff are fully qualified, and the 250 inmates participating in educational and training programs enjoy one of the best possible learning situations a prison can offer.

About 180 inmates are registered in vocational training of various specialized fields. These include: woodworking, carpentry, plumbing, heating, brickwork, cabinetmaking, welding, electricity, fine metalwork, auto mechanics, sheetmetal, industrial drawing and blueprint reading, small engines, men's hairstyling, business methods, computer sciences and pipe-fitting.

Seventy inmates are receiving basic literacy, primary and second-

ary schooling, while another group, composed of about 50 inmates, are being given theoretical and practical training in cooking, Charbonneau says.

"As well, the remainder of the population — the FTC has space for 400 inmates — are looking after general maintenance through the Technical Services division or perform administrative support duties for socialization and finance," he adds.

The medium-security Federal Training Centre has been in operation for the past 31 years and is presently under the direction of **Marc-André Lafleur**.



Federal Training Centre, Laval, Quebec

Cost-efficient production are the key words at seminar for industries managers

OTTAWA — The Transport Canada Training Institute in Cornwall, Ontario was the scene for the Industries Managers Conference held Dec. 14-15, 1982.

The theme of the conference was "Focus 83" with all subject matter geared to ensure that all managers had a clear understanding of the program objectives and the direction of the program over the coming years. That direction is to be 'production.'

Major presentations were made by **Marjorie David**, director general inmate employment, who spoke on

the role of senior management, the executive committee, and recent policies aimed at increasing the number of inmates who are working.

Earl Fox, director of industries, made a presentation on program direction and emphasized that the objective of the industries program is "to maximize the production of goods in a cost efficient manner."

Other presentations were made by:

- **Bruce Woytiuk**, operational information system, who spoke on the "Mysteries of High

Technology: What is a Computer?"

- **Sateen Katarey**, inmate employment comptroller and **Gerry Richards**, chief policy, planning and evaluation on the subject of "Industries' Operation and Financial Systems."

- A panel presentation on the topic of the CSC Industries Marketing/Sales Thrust. The panel consisted of **Paul Rossiter**, Tetrad Marketing/Sales Limited, **Graham Smith**, chief of

marketing, **Jean-Paul Dutremble**, and **Dave Roberts**, both of Supply and Services Canada. The panel was chaired by **Marcel Parent**, regional manager, industries, Québec.

- **Mike Elkins**, regional manager, industries, Ontario and **Lee Lowerison**, acting regional manager, inmate employment, Atlantic, addressed the group on an effective quality assurance control program.

During the conference there was ample time for discussion of issues affecting the industries program such as inmate incentives, warehousing, increased inmate hours per day, effective use of earned remission, industrial professional organizations, and staff training.

Evaluation forms were completed on each of the presentations and the conference in general with the majority agreeing that the conference was very successful.

Let's Talk About PEOPLE

A RETIREMENT PARTY was held at Joyceville Institution for **Billie Jean Stagg**, Joyceville Health Care Centre Clerk, on Dec. 31. Jean has been in the service of Canada since April, 1940 when she began with the Royal Canadian Dental Corps — almost 43 years ago. She joined Joyceville Institution staff 17 years ago and has spent the past 11 years in health care. . . . **JOE NORTHMORE**, who started as a guard at Kingston Penitentiary in May, 1948, retired Dec. 31 with more than 34½ years service. Joe was promoted Keeper in July, 1960, meaning that on his retirement he was in his twenty-third year as Keeper, possibly setting a CSC record. . . . **IRMA HOGAN**, Ontario RHQ clerk, has retired. . . . **DAVE CHITTY**, 50, Dorchester Penitentiary's Assistant to the warden, suffered a heart attack Jan. 13 and at time of writing was out of the intensive care unit and recovering at Amherst Highland View Hospital. . . . **GEORGE CENTEN** is the new manager, accommodation requirements, Technical Services Branch at NHQ. George came to CSC in July, 1980 from Consumer and Corporate Affairs and was appointed manager accommodation requirements Dec. 13, 1982, with a major responsibility the updating of the long-range accommodation plan. He has a Bachelor of Architecture degree from Carleton University, Ottawa. . . . **ROSE BARKER**, secretary to the late **Art Reid**, director material and services management, Technical Services at NHQ, died Jan. 11, of cancer. She was in her 50s. Rose, a very happy and friendly person with Technical Services about six years, is survived by daughters, **Betty** and **Patty**, and son, **David**. . . . **JOHN LECOURS**, head of special inquiries with the Inspector General's Branch, has been seconded to the Staff Training and Development Branch at NHQ for three months. He has been assigned the task of researching and developing a crisis management training package designed specifically for wardens and assistant wardens.

Knuckles: Harold Paquette



Peace officers organize fellowship

PACIFIC — The recently formed Fellowship of Christian Peace Officers at its second meeting in Abbotsford decided to launch a full-fledged membership drive Jan. 11.

CSC correctional and living unit officers from Kent, Matsqui and Mission Institutions were joined at the meeting by provincial corrections officers.

The non-denominational group came together under organizer **Ed Dalton**, Matsqui Institution living unit officer. Dalton said the idea to organize such a group surfaced after a recent training session in Kingston.

The group promotes Christian fellowship and growth through Bible reading, teaching and sharing and invites all peace officers to join.

LET'S TALK

Let's Talk is a tabloid for staff of The Correctional Service of Canada, published twice a month by the Communications Branch, 340 Laurier Avenue West, Ottawa, Ontario, K1A 0P9, Tel: 995-3031. We welcome your contributions, letters and articles. Send them to your Regional Manager, Communications and in Ottawa to the editors: **Helen Gooderham**

Rick Blanchard

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CAC member praises staff training package

PRAIRIES — **Joe Fayerman**, Citizens' Advisory Committee chairman for Saskatchewan Penitentiary, hopes a three-phase program helping staff and their families to deal with stress will again be offered to staff this spring.

Fayerman says the stress workshops, developed from Oct. 1981 through March 1982, initially attracted about 15 couples but by last fall were helping 40 couples whose working partners were Saskatchewan Penitentiary staff.

A weekend retreat last fall for about 40 couples, Fayerman adds, was held in the Chamber of Commerce building in Prince Albert and didn't cost the taxpayer a cent.

"What I think was the greatest thing was the wives sitting there listening and contributing as the program developed," he says.

CAC member **Orville Andres** originally approached Warden **Jim O'Sullivan** to plan a weekend retreat Andres had heard of in CSC's Atlantic Region.

With the assistance of **Orville Mills**, assistant warden personnel, a committee made up of Andres, Mills, **V. Taylor** — local Union presi-

dent, AA counsellor **E. Hicks**, psychologist **L. Lagace** and staff member **J. Mitchell** met on a weekly basis to establish stress management workshops after an informal polling of staff.

A three-phase training program resulted.

First, a series of half-day workshops for about 12 staff members each was conducted during working hours. They attracted over half of the institutional personnel.

Second, evening sessions for staff and their marriage partners were held at the Travel Lodge in Prince Albert with three instructors. Topics included the impact on the family of stress experienced at work.

Third, a weekend workshop last June looked at coping mechanisms in dealing with stress under guidance from professional, community instructors. "Eventually, they were broken down into small groups talking openly," he notes.

Fayerman says the voluntary program has interested staff in other institutions in Prairies — he is sending material through RHQ and local CAC chairmen.



LET'S TALK

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To salute staff



Austin Stiles (right) receives **Suggestion Award** from Atlantic Regional Deputy Commissioner R.M. Clark Feb. 16.



Unified awards program launched

CSC is putting new life and priority in the recognition staff receive for their efforts. We now have a coordinated Staff Awards Program bringing together the Commissioner's Citations and Commendations and the Incentive Award Program approved by Treasury Board.

The awards program is part of a major thrust to improve management/staff communications under the overall responsibility of **Sheila Henriksen**, senior policy advisor, Communications Branch.

It's designed to honor staff for meritorious service, bravery, long service, and employee suggestions that result in savings or improved working conditions in the Service, says **Yvette Browne** national coordinator, awards program.

The main components of the awards program, "aren't exactly new," says Yvette. The Commissioner's Citations and Commendations began four years ago and the Incentive Awards Program, sponsored by Treasury Board is more than 30 years old.

The Incentive Awards Program was launched in 1952, reached a peak of interest and enthusiasm around 1968 and then gradually lapsed in CSC.

Big boost

"What's really new and exciting about the awards program," she adds, "is the boost the Commissioner has given to it by having the existing awards programs unified into a single, comprehensive program aimed at rewarding deserving and exceptional staff for everything from employee suggestions to bravery beyond the call of duty."

The Commissioner has given this unified awards program his full support. "Everything will be done to encourage employees to participate in it," she says.

"It's been a lot of work getting it all rolling but it's a real pleasure to see deserving people getting recognition, citations and sometimes cash awards for their work," the enthusiastic awards coordinator says.

Staff participation essential

A number of awards are announced elsewhere in this Issue and there's more coming, Sheila notes. We have seven employees up for awards now and we're waiting for final clearance from the awards committee.

She urges staff to consider how they might benefit from the program through their suggestions.

"Without you we don't have a program, so please participate."



Bernard Hurtubise, Laval Institution, received **Merit Award** and cash honorarium Feb. 28. See Page 2 for full story.

Stiles becomes happy suggestor

by Francine Phillips
Atlantic communications staff

ATLANTIC — Austin H. Stiles, a retired sheet metal worker at Dorchester Penitentiary, became the first **Suggestion Award** winner under CSC's Staff Awards Program with a small presentation ceremony and dinner at Westmorland Institution Feb. 16.

Stiles was presented with a framed Suggestion Award and taxable cash prize of \$3,200 by Atlantic Regional Deputy Commissioner R.M. Clark.

His suggestion was to replace screwed-in-place heavy steel doors in a Dorchester cell block with hinged, keyed-access doors to enhance security and decrease maintenance problems. The sugges-

tion was implemented in April, 1973.

A cost-benefit appraisal completed for purposes of the **Suggestion Award** showed net savings of \$50,108 in the first year and \$2,060 in the second year following implementation, after accounting for the \$4,260 it cost to implement the suggestion.

Correctional staff reported they can search ducts of landings for contraband, for example, in about 20 minutes instead of the day it used to take.

Prior to implementation, one heavy door to the plumbing and heating ducts was held in place by 12 bolts. Due to thread stripping,

bolt breaking and bolt loss, the doors were continually posing a security and maintenance problem.

Regular maintenance or searches for contraband consumed the time of two workers for a day just because of the screwed-in-place design.

Stiles introduced a locking, fastening device which he designed out of ordinary metal and matched it to a suitable hinge. He installed 568 of these devices, the **Suggestion Award** submission stated.

The locking devices proved effective in eliminating safety hazards to staff, and reduced significantly the time consumed in opening the area for inspection.

Jack Cennon, CAC pioneer receives Citation for Meritorious Service

By Linda Lee
Prairies RMC

PRAIRIES — A veteran broadcaster and community resource person to Saskatchewan Penitentiary, Jack Cennon, received the Commissioner's Citation for Meritorious Service on March 4.

Cennon also pioneered the establishment of the Citizens' Advisory Committee at Saskatchewan Penitentiary in Prince Albert and has promoted a number of programs aimed at assisting offenders released into the community.

"His role as broadcaster and his selfless dedication to assisting those in need has earned him the deserved respect and admiration of his fellow citizens and the criminal justice community," the citation states.

"Jack Cennon has combined over 30 years of professional broadcasting and community service in promoting public awareness, understanding and enhanced community participation in programs and activities at the Saskatchewan Penitentiary," the citation states.

Staff Awards Issue

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CX receives Merit Award for capturing escaped offender

An off-duty Laval Institution correctional officer who captured an escaped inmate received the **Merit Award**, Feb. 28.

Bernard Hurtubise, a CX-2 at Laval, received the **Merit Award** certificate plus a taxable cash award of \$1,500 under the Incentive Award Program.

Hurtubise had just finished his shift Nov. 7, 1980 and was heading home to St-François, a section of Laval, when he noticed someone possibly fitting the description of an escaped inmate. The subject was standing at a bus stop along with several members of the public.

The officer stopped his car, and approached the bus stop slowly. Realizing he had been spotted, the inmate tried to escape by running across some fields.

Although he was alone and unarmed, Hurtubise pursued and immobilized the inmate, and under power of citizen arrest pulled him to a nearby convenience store to contact the institution.

"Mr. Hurtubise exhibited bravery and his actions allowed an inmate considered dangerous to society to be returned to custody," a report by the awards committee stated.

The report continued. "If it had not been for the presence of mind, clear judgement and mastery with which this employee dealt with the situation, the incident could have had tragic consequences for the public."

"Mr. Hurtubise therefore fulfilled his duties as a peace officer in abnormal circumstances in such a way as to make an exceptionally meritorious contribution since he was not on duty at the time and therefore could not count on the support of his colleagues or any other peace officer," the report stated.

Hurtubise told *Let's Talk* at the time that the training he received at CSC had proved "very helpful" in showing him what to do in the circumstances.



Bernard Hurtubise (right) received **Merit Award** from Quebec Regional Deputy Commissioner Jean-Paul Dugas in a ceremony at Laval Feb. 28.



How to submit

Merit Award recognizes substantial contributions

The **Merit Award** was introduced in recognition of individuals or groups of employees for meritorious contributions in at least one of the following:

- Performance at an unusually high level over an extended period of time
- The successful completion, in a manner beyond what could be normally expected by management, of a major project, special assignment or research study
- The performance of duties under abnormal circumstances in a manner which constitutes a contribution of unusual merit to the Public Service
- The completion, by a group of five or more employees, of an assignment, the results of which are of an exceptionally high order of achievement having an impact of national or regional importance

When an NHQ branch head, RDC, warden, or district director is of the opinion that a meritorious contribution has been made by an employee, he or she may nominate that person to the CSC Awards Committee. If the Commissioner approves the recommendation of the Awards Committee, it is then forwarded to the Incentive Award Board at Treasury Board as an official submission for consideration of a **Merit Award**.

Submission to the Board should include full details of the level, of performance for which an award is recommended, the nominee's name, home address, date of birth, classification, social insurance number and language requirement of certificate if granted.

The Incentive Award Board may grant the following:

- A citation, or
- A citation and an amount of \$2,500 or less, or
- For a group achievement, citations and an amount of \$5,000 or less to be shared equally by eligible members of the group.

You should also note:

- Schedule C and D of the Financial Administration Act are excluded from the Merit Award Program.
- Payments of Merit Awards are made from Treasury Board funds.

Finance honors excellence in financial control

Framed certificates are awarded annually to institutions whose financial management is deemed excellent by a committee of Finance Branch, after considering how each institution met several criteria during the past year. The three most recent awards were given to Leclerc, Collins Bay and William Head institutions.

Offender Programs Branch Achievement Award

The Deputy Commissioner of Offender Programs Branch presents a **National Achievement Award** each year to the regional headquarters Offender Programs division which displays the highest and most consistent level of performance.

Winners of the award since its inception in 1980 were: Québec Region — 1980, Prairie Region — 1981, and Atlantic Region — 1982.



Mind over matter — "The Back Saver", in use by Transport Canada suggestor at an airport.

Health and safety promoted

Suggest safety!

Why not suggest a safety improvement? The awards program recognizes your efforts and good ideas. This is the second article of the safety series.

You're a supervisor and you see someone standing on a chair to change a light bulb. Sounds safe enough, but the chair has casters.

If the person isn't falling by now, it's your responsibility to get involved to see it doesn't happen.

Promoting safety is difficult when most people don't realize there's a safety problem. Robert Boucher, chief of occupational health and safety at NHQ plans to change that.

In fiscal 1981-82, Boucher notes, CSC's accident rate was 13.4 employees hurt for every 100 on the job. Less than five per cent of those were from inmate assaults. The federal public service average was 5.4 employees hurt per 100 on the job.



Suggest Safety! Public servant Manfred Moll received \$475 for proposing this safe and efficient frame for moving around 500-lb. rechargeable batteries.

The primary thrust of promoting safety will come from analysis of injury reports and accident investigations by Boucher. One of the few significant changes to CSC's safety policy since it was written in 1971 is that all accident reports must be submitted to NHQ in written form.

"If there are a lot of slips and falls, we'll be able to concentrate on that. With the reports I'll be able to inform the installation of its accident rate, analyze it and make suggestions on how to improve it," Boucher says.

He adds, however, suggestions from staff following an accident are the key to prevention.

Treasury Board's latest guidelines on safety are now being incorporated into a new CSC safety policy Boucher is drafting.

Staff training and development has been asked to come up with a series of courses on safety control,

he adds. The 12 video-tapes on safety sent to Boucher so far have all been forwarded to Pacific, Prairies and Quebec regions, he adds. But more films are arriving at a rate of about one a month from the Canada Safety Council.

All CSC installations will be receiving small posters this spring outlining responsibilities of supervisors and employees if an accident happens.

Finding ways of promoting safety is also the task of the joint occupational health and safety committees, Boucher says. Every CSC installation — not just major institutions — will eventually have a joint committee as the safety program progresses, he adds.

The next article in this series will look more closely at supervisory and managerial responsibility for employee safety.

Three prizes!

Suggest a logo for awards program!

Awards Program Coordinator **Yvette Browne** is looking for an elegant, distinctive logo for CSC's Awards Program. How's your artistic hand? Do you draw or design? You could win one of three cash prizes, paid under the Incentive Awards Program.

Send Yvette your sketch for a new logo conveying the idea you think will make a strong impact. CSC's Awards Program

consists of two parts: the Incentive Awards Program, including Suggestion and Merit awards, and the Commissioner's Awards Program.

Your logo should come forward as a suggestion, submitted on the **Suggestion Award** form.

First prize: \$150

Second prize: \$100

Third prize: \$ 50

Winners will be announced in the July 15, 1983 edition of *Let's Talk*.

The Awards will be used as the basis for the final logo selection. However, the CSC Awards Committee, while approving three suggested logos for a cash prize and **Suggestion Award**, reserves the right to choose a logo which is not one of the three winners.

Eight points to trouble free Applications

All **Suggestion Award** applications wherever possible, should be submitted to supervisors/coordinators on appropriate forms. Managers can obtain these forms from our supply rooms, DSS stock number TB/CT 370-10-(3-78) 7540-21-878-2092.

The following points should be observed when completing the forms:

1. Name

- Indicate all given names and underline the name you are known by

2. Dates

- Indicate by: year/month/day

3. Classification

- Group, level and salary range are required for confirmations of eligibility

4. Home address

- Ensure postal code is clearly indicated
- Advise coordinators of any changes in status

5. Social Insurance Number

- This is required for Income Tax purposes and considered a necessity

6. Submission Date

- Not later than 90 days from implementation date

7. Anonymity

- Can only be guaranteed up to the time when a decision is made to grant an award
- Publicity may be given Award presentation

8. Summary

- Clear, concise with full details
- No abbreviations or acronyms
- Supporting documents to be indicated in summary and attached to application

A suggestion doesn't have to be a "new idea" but if it solves a problem it is a "great idea".

CSC Awards Committee membership

Roma Bertrand, senior deputy commissioner, is chairman of the CSC Awards Committee, which plays the key role in approving awards under the Incentive and Commissioner's Awards programs. **Sheila Henriksen**, senior policy advisor, Communications Branch, is the secretary. The members are **John Braithwaite**, deputy commissioner Communications, **Al Wrenshall**, Inspector General; **Gord Pinder**, deputy commissioner Offender Programs, and; **Marcel Sauvé**, deputy commissioner Security.

Hopefully, their workload will increase!

Suggestion Awards

How to launch your idea

- Take your idea for improving the Service to your supervisor. He/she has been instructed to be objective and open-minded about staff suggestions.
- If appropriate, your supervisor will arrange to give your idea a fair trial to see how it works. A trial period is desirable since every suggestion must meet implementation criteria in order to qualify for an award. Supervisors should be receptive — their support can gain them recognition by the program in the form of a distinctive, framed certificate.
- If you have trouble convincing your supervisor to try out or accept your idea, and you're sure it's a good one, seek advice from the next level of supervision. You can also see your warden or director about it.
- After successful a trial run, and if it proves successful, management may then implement it if it's found that your idea saves money, time, work, energy, or if it contributes to improving working conditions in some way.
- You are now eligible to be considered for an award. You then fill out the suggestion form supplied by your supervisor. This form describes your idea and results of the trial period, if applicable. You send it to your regional coordinator (RHQ & field employees) or, if a national headquarters employee, to the national coordinator of the awards program.
- Your idea and accompanying documentation will then be evaluated. In some cases more than one evaluation may be required in order to ensure an adequate and fair appraisal.
- The Awards Committee, chaired by Roma Bertrand, senior deputy commissioner, will consider your suggestion and recommend its acceptance or rejection. Payments for Suggestion Awards are drawn from Treasury Board funds. Treasury Board, according to the national co-ordinator, very seldom refuses a request for an award, although it may alter the cash portion.
- These above steps or stages are necessary to make sure every employee gets the fairest hearing possible for his/her idea that's possible.

So now, staff it's over to you. This is your Awards Program — think about it, use it, and let's hear from you!

Recognition is the aim

"In the past, too many deserving staff have gone unnoticed. They should and will be recognized when they do an exceptional job or provide helpful suggestions that improve the work of the Service," says **Sheila Henriksen**, secretary to the awards committee. **Sheila** has the job of presenting proposals on awards to the members, named elsewhere on this page. **Sheila** is senior policy advisor in Communications Branch. **Don Molloy**, director of special projects and administration for Communications Branch, is confident the program is now in place and has the priority it needs to back up staff recognition. "CSC is really backing these awards and has a strong commitment to developing the program," he says.



Don Molloy, Sheila Henriksen

Cassidy wins Suggestion Award

PRAIRIES — **Chris Cassidy**, a former living unit officer at Drumheller Institution, will be presented with a **Suggestion Award** for a number of energy conservation and safety ideas implemented at the medium-security institution.

Arrangements for a presentation were being finalized at press time. Along with the Suggestion Award he receives \$50.

Expressing concern over need-less energy consumption and glare in the living unit hallways, Cassidy formally submitted his suggestions in September, 1980. He contended that the glare also created poor visibility of inmate cells.

Removal of unnecessary lights, reducing the fluorescent light wattage, installing a switch in the foyer and turning off some mercury lighting over the hockey rink were among his suggestions.

"They were housekeeping suggestions," Cassidy says. "I'm sure others thought of the ideas before but no one bothered to submit official suggestions."

Cassidy was with CSC for 2½ years before returning to a teaching career in the south-eastern Alberta town.

Now that he is back teaching, working mostly with pre-teens, he finds his attitude has changed as a result of his years in corrections. "I'm more cautious," he offers.

Suggestion Award proposals January 1983

| Region | Received | Now active | Rejected | Approved |
|----------|----------|------------|----------|----------|
| Prairies | 21 | 12 | 8 | 1 |
| Atlantic | 4 | 2 | 1 | 1 |
| Québec | 6 | 6 | — | — |
| Pacific | 2 | 2 | — | — |
| Ontario | 1 | 1 | — | — |
| NHQ | — | — | — | — |

Prairies has the lead!

A challenge to the regions and NHQ

Prairie Region is leading everyone else in the number of Suggestion Award proposals. Can suggestors from other regions — and NHQ! — catch up or take over the lead? Each coordinator is now processing staff suggestions for awards, resulting from a backlog over the past year. But, numbers in this table won't grow unless those ideas are written down and submitted. Good luck!

A message from the national coordinator

By Yvette Browne

Management at all levels, from senior management to line supervisor has a role to play in promoting and supporting the Staff Awards Program.

All employees, if given the opportunity and continuous encouragement of supervisors and management, can contribute to better safety and efficiency of the CSC and the Public Service.

The program develops a team spirit between management and employee, where ser-

vice is recognized and commended and employees' suggestions for improvement in any area of the workplace can give management a better understanding of specific problems and accomplishments.

The climate of interest that the line supervisor engenders can determine the level of employee participation. Supervisors can encourage employees to participate and often can pinpoint specific problem areas where the right solution improves efficiency of operations.

Management and line supervisors should ensure new employees receive full information on all aspects of the program and actively encourage participation.

We are all striving for the same goals: a safe and efficient work environment, mutual understanding, and better management-employee relations. The awards program can prove to be an invaluable tool we can all use to achieve these goals.



Awards program coordinators

*Your coordinator connects your proposal
to the reviewer*



Pacific Region



Eila Loughlin

Eila Loughlin, Pacific Region's awards program coordinator, joined CSC Communications at Pacific RHQ in 1978 after graduating from Simon Fraser University with a major in communications. As regional communications officer, Eila is well known to staff, media, criminal justice groups and members of the public. Her interests include photography and ice skating.

Eila can be reached at (604) 543-2535.

Prairies Region



Linda Lee

Linda Lee, Prairie Region's awards program coordinator, joined CSC in 1978 with several years professional communications experience. As regional manager of communications, Linda is responsible for CSC's communications with staff and the public in the Service's largest region. Linda holds a degree in political science from the University of Winnipeg, worked three years as a newspaper reporter, and became the first paid employee of the Psychiatric Nurses Association of Canada and later the first communications officer of the Manitoba Government Employees Association. She joined the Public Service of Canada as an information officer for the Department of Regional Economic Expansion in Saskatoon in 1975.

Linda can be reached at (306) 665-5014.

NHQ & National Coordinator



Yvette Browne

Yvette Browne, awards program coordinator at NHQ, worked three years with RCMP's identification branch, several years with the National Parole Board's case investigation division and came to CSC to work with **Butch Suprenant** in the Service's original secretariat. In recent years, Yvette has worked in the records division as administration manager. She came to Communications Branch in 1982 as branch administrator, financial programs.

NHQ staff requiring assistance or information on the program can reach Yvette by calling 995-7904 or 995-5374. She is located on the Third Floor, Section Blue 14.

Atlantic Region



Jim West

As Acting Regional Manager of Communications, **Jim West** brings a wealth of experience to the awards program. With 33 years CSC experience, he has held positions from clerk to deputy warden of Dorchester penitentiary. He has served as weapons instructor, recreational supervisor, deputy fire chief, staff training instructor at the staff college in Kingston, staff training administration at NHQ, superintendent of the former Springhill minimum and Blue Mountain Correctional Camp, director of Montgomery Centre in Toronto, team concept coordinator at NHQ and chief of preventive security at Atlantic RHQ before assuming his communications post while **Art Robson** is on language training. Jim is an active Toastmaster, hobbyist, and youthful grandfather of six children.

Jim can be reached at (506) 388-6312.

Québec Region



Gaston Pelletier

Quebec Region's awards program coordinator, **Gaston Pelletier**, came to CSC in 1978 as editor of *Entre Nous* from a background of language teaching and public relations with the Language Bureau. Gaston holds a degree in political science from Laval University in Québec City and has worked at the Reynolds Aluminum Company in Cap-de-le-Madeline, the Québec Intergovernmental Affairs Department and as a tour organizer. He assumed the position of regional manager of communications for Québec May 31, 1982.

Gaston can be reached at (514) 328-3351.

Ontario Region



Dennis Curtis

Ontario Region's awards program coordinator, **Dennis Curtis**, has held his current position as regional manager of communications for the past four years. Dennis hosts a weekly radio show, "CSC Informs" featuring interviews with staff, inmates and many others involved with the criminal justice system. He is keenly interested in amateur theatre and occasionally appears on stage in one of Kingston's Domino Theatre productions.

Dennis can be reached at (613) 547-4308.

Commissioner's Citation for Bravery

Photos: Chris Valuado



Robert Charlton

Kingston Penitentiary Senior Correctional Officer, Robert Charlton, is to receive the Commissioner's Citation for Bravery, in Kingston, Mar. 16.

Charlton, with fellow officer James Couvell, rescued an attendant from the flames of a gasoline explosion and fire at a gas bar near the Ambassador Motel in Kingston, Mar. 12, 1982.

Despite the threat of further explosions, Charlton acted without regard for his own safety, demonstrating great initiative and courage, the citation states.

The CX-4 has been with the Service for nine years.

Commissioner's Citation for Bravery

James Couvell, Kingston Penitentiary correctional officer, is to receive the Commissioner's Citation for Bravery, in Kingston, Mar. 16.

Couvell, with his colleague Robert Charlton, rescued an attendant from the flames of gasoline explosion and fire at a gas bar near the Ambassador Motel in Kingston, Mar. 12, 1982.

Despite the threat of further explosions, Couvell acted without regard for his own safety, demonstrating great initiative and courage, the citation states.

Couvell holds the rank, CX-2 and has 12½ years service with CSC.



James Couvell

Commissioner discusses CSC's awards program

In his report on the very serious incident at Laval Institution in July 1978, the Inspector General commended the actions of a number of members of our Service. As a result, The Correctional Service of Canada created the Commissioner's *Citation for Meritorious Service* and the *Commissioner's Citation for Bravery*, and it was an honor to me to present those first awards to: Marc Drouin, Gaston Langelier, and Guy Fournier (deceased), for Bravery, and Marcelle Benoit and Liette Brisebois, for Meritorious Service.

By the end of 1982, 24 Citations for Meritorious Service had been awarded and 11 Citations for Bravery presented.

It is particularly gratifying that, in addition, Canada recognized the actions of Gaston Langelier by awarding him a *Cross of Valour*, and of Guy Fournier, Marc Drouin, and Frank Davall by awarding them the *Star of Courage*.

It is always a great honor for me to participate in ceremonies recognizing the work of members of our Service and others from outside the Service who have assisted in our common endeavour.

In the intervening years, many other forms of recognition have been developed and they are described elsewhere in this issue of *Let's Talk*. All of these have been developed to show the importance attached to the efforts of our many fine employees. After all, the Service is staff and our strength is staff.

The purpose of this edition of *Let's Talk* is to launch yet another series of recognitions under the banner of the Public Service Incentive Award Program. The Correctional Service of Canada has not been as active as it should have been in supporting this program. We promise to do better in the future and encourage more and more employees to suggest ways of improving operations.

I am delighted that the first award under this rejuvenated Incentive Award Program is over \$2,500 to Austin Stiles for his suggestion on how to improve operations at Dorchester Institution. While the award to Mr. Stiles may not be as big as winning the million-dollar lottery, it is tangible evidence of our desire to encourage employees to make suggestions for improvement.

We hope, through this Incentive Award Program, to provide real financial incentives to employees who make good suggestions.

Through this Incentive Award Program, the Service hopes, in a very real way, to demonstrate to employees that we want to receive and act on suggestions for improvement. The employees who work in our day-to-day operations are in the best position to further develop The Correctional Service of Canada.

Donald Yeomans

For the record

The Commissioner's Citation for Bravery

Marc Drouin - Nov 21, 1978
Guy Fournier - Nov 21, 1978
Gaston Langelier - Nov 21, 1978
Frank Davall - July 25, 1980
Tom Flanagan - Nov 27, 1980
Thuraisamy Kandiah - Dec 1, 1981
Corp. Patrick McBride - Feb 15, 1982
James Andrew Roe - Feb 15, 1982
Dave Dykstra - Nov 1, 1982
Marcel Jacob - Dec 14, 1982
Serge Marchand - Dec 14, 1982
The following two individuals will also be awarded the Commissioner's Citation for Bravery:
Robert Charlton - Mar 16, 1983
James Couvell - Mar 16, 1983

The Commissioner's Citation for Meritorious Service

Marcelle Benoit - Nov 21, 1978
Liette Brisebois - Nov 21, 1978
Edna McIvor, CM - Sept 12, 1979
Archibald (Kirk) Kirkpatrick - Oct 17, 1979
Marnie Knechtel - Oct 23, 1979
Chester Cunningham - Feb 21, 1980
William Westlake - May 9, 1980
Dr. Edmund Botterall - June 19, 1980
Father Neil Libby - Sept 19, 1980
Jim McLaughlin - 1981
Al Chartrand - Sept 10, 1981
Andy Anderson - Sept 10, 1981
Michel LeCorre - Oct 21, 1981
Rev. Paul Crosby - Nov 30, 1981
James Leppington - Feb 15, 1982
Roy Phillips - April 28, 1982
Jean Garneau - May 18, 1982
André Lemarier - May 18, 1982
Ethel Allardice - May 28, 1982
Phyllis Haslam - June 16, 1982
The Salvation Army - Aug 17, 1982
Sgt. James Bamford - Aug 18, 1982
William McGrath - Sept 29, 1982
David Lévesque - Dec 14, 1982
Jack Cennon - Mar 4, 1983



At left is shown a replica of the attractive E.R. Cass Correctional Achievement Award on display in the Commissioner's meeting and dining room at NHQ (photo at right).

ACA recognizes all CSC staff

The Correctional Service of Canada as a whole received an award from the American Correctional Association, in August, 1982. The citation reads:

"In recognition of its courage, initiative and imagination in the development of programs for federal inmates and parolees reflecting the high standards developed and required by the American Correctional Association and the Commission on Accreditation for Corrections."

Inspector General's Annual Award

The *Inspector General's Annual Award* is made by the Inspector General in consultation with his staff to recognize the quality of management in a CSC installation.

To qualify, the installation must have been the subject of a management review during the calendar year. The quality of its financial status is also taken into consideration if the installation was also the subject of a financial audit during that year.

Basic Criteria

- The relative complexity of the organizational unit
 - General good management and program achievement if the installation was being given a management review for the first time, or; the most significant positive changes observed over the previous reviews
 - The overall quality of the management team and communications network
 - The timeliness and quality of responses to observations and the quality of action plans to solve problems observed by auditors
- The recipient of the plaque in 1982, Laval Institution, was praised for its school, efficient and open-minded management, general behavior and good manners of security staff, variety and quality of staff training activities, well-organized Emergency Response Team, professional atmosphere in the health care unit and an excellent records system which included a complete annual report on construction and other projects.



Louis Zeitoun and the Cody Award

Outstanding service rewarded by profession

Outstanding contributions by staff and management to the field of corrections is recognized by a number of corrections associations and societies. Here are a few examples:

The St. Leonard's Society of Canada annually presents its *Cody Award* to recognize outstanding contributions towards the humanistic advancement particularly through promotion and support, of halfway house ideals. The award is named after Bishop John C. Cody, of London, Ont. who assisted the founding of the society. Recipients have included CSC's Louis Zeitoun, in 1981, and John Braithwaite, deputy commissioner of communications, in 1980.

Louis Zeitoun is also a recipient of the *Meritorious Service Award* of the International Halfway House Association.

CSC's former director of industries, Jim McLaughlin, received the *Commissioner's Citation for Meritorious Service*, in 1981, and from the American Correctional Association the *Gilbert Rodli Correctional Industries Award* in 1980, and the *Edward R. Cass Award* in 1969. The *E.R. Cass Award* is given for outstanding achievement in the field of corrections and has only been given to two Canadians, including CSC's John Braithwaite, who won the award in 1982.

Presented by Governor General

Dorchester case management officer receives Medal of Bravery for actions in house fire

A Dorchester Penitentiary case management officer, **Frank Haché** received the **Medal of Bravery** in an investiture ceremony at Government House in Ottawa March 4.

Haché received the decoration for his actions in saving three Moncton residents from their burning home April 10, 1981. The **Medal of Bravery**, added to Canadian honor decorations in 1972, is awarded for acts of bravery in hazardous circumstances.

Training in karate, Haché says, strengthened his kicking muscles to enable him to quickly kick in a locked kitchen door to the house in central Moncton. It was 2:30 a.m. He had just driven a friend home and noticed smoke coming from a house down the street.

"To determine if anyone was inside he entered the enclosed porch and called out," reads the in-

vestiture statement. "Hearing noises in the kitchen, he forced open the door but was immediately driven back by smoke. Catching his breath he re-entered, found **Ernest Richard** semi-conscious on the floor, and dragged him to safety."

"Informed that Mrs. Richard and a child were upstairs, Mr. Haché was about to go in again when the two appeared. Shortly after, the interior of the house was completely consumed. It is certain that Mr. Richard would have died but for the decisive and persistent action of Mr. Haché."

Haché was born in Tracadie, a small village in northern New Brunswick on March 12, 1953. He has lived in Sussex, N.B., Camp Borden, Ont. and completed secondary education at Moncton High School, a bachelor's in psychology from the University of New Brunswick and did two years post-

graduate work with Université de Moncton.

Now a WP-3 at Dorchester, he began about two years ago with CSC at the Consultation Centre in Moncton, under **Dan Stote**. He was with the centre when the act of heroism took place.

Haché is single and includes in his past-times the drums — he's taking lessons, and playing the guitar.

On June 17, 1981 he received the **Moncton City Award of Merit for Outstanding Citizenship**. Moncton City Council crediting him with saving Richard's life and alerting Mrs. Richard and their child. The city council also made application to the Chancellery of Canadian Orders and Decorations, which resulted in official recognition of his acts by the awarding of the **Medal of Bravery**.



Frank Haché, MB receives the **Medal of Bravery** from Governor General **Edward Schreyer**, in a ceremony at Government House Mar. 4.

Canadian honours system

Governor General presents bravery decorations

Three decorations for bravery were added to the Canadian honours system in 1972 to express, symbolically, the nation's gratitude and the high esteem in which those who receive such awards are held. The awards are **Cross of Valour** — for acts of the most conspicuous courage in circumstances of extreme peril, **Star of Courage** — for acts of conspicuous courage in circumstances of great peril, and **Medal of Bravery** — for acts of

bravery in hazardous circumstances. All three may be awarded posthumously.

Nominations

Anyone is free to propose the name of a person who, on behalf of another, has incurred a grave risk of injury to himself or has placed his life in jeopardy. It should be remembered that instances of lifesaving often occur in which the rescuer does not expose himself to

any appreciable risk. All such actions are commendable, but do not qualify for the award of a bravery decoration.

Proposals will be accepted for investigation if the sponsors can provide only a brief written outline of each incident with the names of those involved and the place and date when it occurred. Consideration cannot, however, be given to incidents which occurred more than two years prior to the date on which a proposal is submitted.

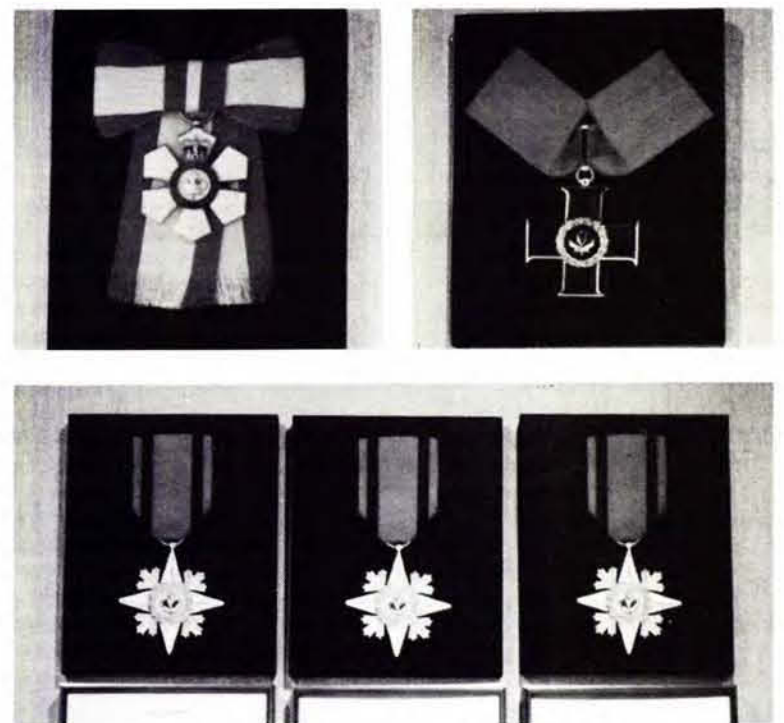
The success of the bravery awards program requires the active support of public and private bodies throughout the country, especially the protective services. All are asked to bring deserving cases to the attention of the:

**Honours Secretariat,
Government House
Ottawa,
K1A 0A1**

When an investigational report has been compiled through the cooperation of the Royal Canadian Mounted Police and with the assistance of other competent bodies, the Secretariat gathers together all the information available, including statements from witnesses, reports, photographs, diagrams, etc. and presents the case to the Canadian Decorations Advisory Committee for careful consideration.

Governor General

Awards of Canadian bravery decorations are made by the Governor General on behalf of the Sovereign. His Excellency is assisted by the Canadian Decorations Advisory Committee which has the responsibility of considering all nominations received in light of the evidence obtained and of the criteria which have been established for the three decorations. The committee recommends to the Governor General the names of those who merit these marks of distinction.



Replicas of Canadian medals awarded CSC staff, and the Order of Canada decoration as worn by the late **Edna McIvor**, volunteer worker. They are displayed in the Commissioner's small meeting and dining room at NHQ. Clockwise from top left: Order of Canada (**Edna McIvor** CM), Cross of Valour (**Gaston Langelier** CV), and Star of Courage (**Guy Fournier** SC, **Mark Drouin** SC and **Frank Davall** SC).

Canadian Orders

The series of decorations for bravery is part of the Canadian honours system which includes, as well, two Sovereign Orders: the **Order of Canada**, and the **Order of Military Merit**.

Appointments are made to the Order of Canada in recognition of outstanding achievement and service in every important field of human endeavour.

The Order of Canada was instituted on July 1, 1967, the 100th Anniversary of Confederation. The Order now comprises three degrees: Companion, Officer and Member. Appointments are made on the recommendation of an Advisory Council. Anyone is entitled to propose the name of a deserving Canadian for recognition.

The Order of Military Merit was created in 1972 and similarly provides three levels of membership: Commander, Officer and Member. Appointments are made from among personnel in all ranks in the Canadian Armed Forces to mark outstandingly meritorious service in duties of varying degrees of responsibility.

Nominations may be sent to: **Honours Secretariat,
Government House,
Ottawa, Ontario
K1A 0A1**



Former CSC food services officer, **Frank Davall**, congratulated by Governor General **Edward Schreyer** after being awarded the **Star of Courage** for fending off an armed inmate despite injuries to himself. (Ceremony was held in 1981)

Master Shot, marksmanship awards given after weapons competitions

Master Shot Award

The **Master Shot** proficiency award is the highest and most prestigious weapons award presented to correctional staff on behalf of the Commissioner.

This award can only be earned in sanctioned weapons competitions such as CORP weapons qualifications, the Weapons Instructor Certification Program, Regional or National weapons competitions or the Solicitor General's Challenge Cup competition.

A Master Shot Award may be presented for proficiency on the CSC rifle or revolver. The **Master Shot Award / Rifle** indicates achieving a score of 200/200 in CORP training or achieving 380/400 in competition.

A **Master Shot Award / Revolver** indicates achieving a score of 300/300 in CORP training or achieving a score 540/600 in competition.

Marksmanship awards

The marksmanship awards are presented to correctional staff by CSC weapons instructor/trainers at a weapons training activity conducted or monitored by that weapons instructor/trainer.

Also known as crossed weapons badges, marksmanship awards are presented for proficiency on the CSC rifle or revolver. The **Crossed Rifle Award** indicates achieving a score of 180/200 in CORP training or achieving a score of 340/400 in competition.

The **Crossed Revolver Award** indicates achieving a score of 255/300 in CORP training or achieving a score of 420/600 in competition.

The above awards are earned under competitive pressures. CSC



A Master Shot! **André Piette**, CX-2 won the Master Shot certificate following the regional shoot at Ste-Anne-des-Plaines Institution June 21-25, 1982. Piette is shown here (right) receiving the award from Laval Institution Warden **Pierre Viau**.

has amended the above weapons standards to ensure our correctional staff are proficient and efficient in carrying out their duties. The aim of these awards is to recognize the high proficiency and competitive spirit and skills possessed by those correctional staff members who obtain these high weapons standards. The U.S. National Rifle Association Rules apply in competitions. CSC weapons as per the Scale of Issue only are permitted. The period of validation is for three years from the date of qualifying. At the expiration date candidates must requalify in order to maintain their Master Shot or Marksmanship status.

**1983
National
Shoot
and
Challenge
Cup:
RCMP
Depot
Div.,
June
20-22,
Regina**



Photos: Chris Valvada

CORP grads receive awards February 23

CORP award winners Feb. 23 were, above photo, left to right, **Roy Warnell** (Ontario) — **Improved Fitness**; **Dina Maniago** (Pacific) — **Top Shot**; **Harry MacDonald** (Ontario) — **Exemplary Officer**, and; photo at right, **Susan Grabau** (Pacific) — **Top Fitness Award**.



New CXs receive awards on graduation

Four individual awards are presented to new CX staff on the occasion of their last parade at the Staff Induction Centre following 12 weeks of basic training.

New officers receiving the inscribed plaques are chosen by training staff and presented in the following order:

- An **Improved Fitness Award** goes to an officer for having achieved the most overall improvement in physical fitness during the training program
- The **Top Shot Award** goes to the graduate for having achieved the highest aggregate score with Service weapons
- The **Top Fitness Award** is given an officer for having maintained the highest level of fitness throughout the course
- The **Exemplary Officer Award** is for the officer who best demonstrated the constructive attitude and personal effort required of a professional correctional officer on the Correctional Officer Recruit Program

The most recent graduation parade at the Staff Induction Centre was held Feb. 23.

CSC currently holds . . .

The Solicitor General's Challenge Cup

This annual weapons competition is held between the CSC and RCMP. It pits the best three weapons shooters from CSC against the best three weapons shooters from the RCMP.

Selected candidates representing CSC qualify through CSC's own **National Weapons Competition**, usually held in June the preceding year.

The **Solicitor General's Challenge Cup** is presented to the successful team on behalf of the Minister, by the respective senior staff member, CSC or RCMP, who presently holds the cup. The CSC Commissioner presently holds the "Challenge Cup" as the Service was the winner last June in Regina, Sask.

National Competition

Four individual trophies are awarded following the CSC National Weapons Competition, for **Non-security Rifle**, **Non-security Revolver**, **Security Rifle** and **Security Revolver**. As well, highest scores at **Regional Weapons Competitions** brings CSC shooters various awards.



CSC line of fire, sitting position, during National Shoot at Regina RCMP Depot Division range



Commissioner **Yeomans** and **Reg Shier**, National Shoot co-ordinator, hold Solicitor General's Challenge Cup on its return to CSC last year



Catherine Murphy, CX-1 Mission Institution receiving Regional Weapons Competition award from **Bill Hellyer**, director National Correctional Staff College, Mission Campus. (File photo)



Happy recipients of various awards are the 1978 National Weapons Competition Champions, from the left: **Ralph Hollis** (Atlantic), **Jim Bartsch** (Prairies), **Jim Teichgrab** (Pacific) and **Jack Stone** (Atlantic).

In Memoriam



Edna McIvor CM

Edna McIvor, C.M. taught faith, love and service



Stony Mountain Institution

Staff at Stony Mountain Institution can't recall ever holding a funeral service in the Institution chapel for a non-offender. But that was before the service held Jan. 3, 1983 at 1 p.m. for Mrs. **Edna McIvor, CM.**

Such was the spirit with which Mrs. McIvor took on her work.

Edna McIvor — or "Ma" as she was known by inmates — began her dedicated attention to the offender by attending church in the institution chapel every Sunday since half a century ago.

When she died Dec. 30, 1982 at the age of 80, the choice of location, readings, prayers, hymns and main participants had already been made at her request.

The Roman Catholic Chaplain, Father **Camil Dufort** of the White Fathers was the celebrant. He was assisted by Rev. Brother **Dan Madigan.**

Prayers were read by **Russ McGill**, **Bill Eyres**, an inmate and Father Dufort. The ceremony included hymn-singing by inmates.

A tribute

We have lost a stalwart sincere yet simple woman who knew the art of living and the gift of giving.

If all we pour into the lives of others comes back into our own then the life of Edna McIvor was not only long but full.

We start a New Year that is poorer by her absence but we face a New Year richer for having known her and hopefully having learned her lesson of faith, love and service. By her deeds, administrators learned to lead by example. Staff learned that caring is essential and inmates learned that redemption is a reality. All of us learned that to live and let live is not enough and to live and to help others live is not too much.

Edna McIvor, we thank you for your gift, we shall try to use it wisely.
— John Braithwaite

Following the service in the chapel, a requiem mass was held at St. Joseph's Church, Stony Mountain, at 2 p.m. The celebrant was

Father Dufort, assisted by Rev. Madigan and Deacon **J. Reznik**, Rev. Madigan reading the homily during the mass.

The offertory procession included Mrs. McIvor's grandchildren: **Jimmy McIvor**, **Bruce McIvor**, **Heather Sarna**, **Leanne McIvor**, **Donna Sarna**, and **Shelley McIvor.**

Honorary pallbearers included Commissioner **Donald Yeomans**, Deputy Commissioner Communications **John Braithwaite** and Rev. **Alf Bell**, Edmonton Institution protestant chaplain, formerly of Stony Mountain. The first reading was given by Mrs. McIvor's son-in-law, **Ed Sarna**, and hymns were by the St. Joseph's Church choir.

Mrs. McIvor was predeceased by her husband, **John**, in 1967, who served with CSC since 1933 at Manitoba Penitentiary and Rockwood Institution. She is survived by her daughters, **Isabella** and **Margaret**, sons **Ian** and **Hamish**, twelve grandchildren and three great-grandchildren.

Edna McIvor was born in Keith-Banffshire, Scotland just after the turn of the century. Her first contact with inmates came in 1933 when her husband, John, accepted a job as a guard at Manitoba Penitentiary.

There was no church in the village so Mrs. McIvor, a dedicated church member, attended mass every Sunday in the public loft of the penitentiary chapel.

The McIvors moved to a home on the institution's reserve in 1937. She began inviting inmate workgangs in for tea and cookies.

She became more involved in service and her friendships with inmates and their families grew. "Ma" also began selling inmates handicrafts at club meetings and community bazaars so inmates would have money to send their families.

In 1979, when Mrs. McIvor was awarded the Commissioner's Citation for Meritorious Service.

More honor was in store for her. She was named a Member of the Order of Canada in 1981, Governor General **Edward Schreyer**, presenting her with the Sovereign Award in recognition of almost half a century of volunteer service.



Receiving Order of Canada



BRIEFLY

SOLICITOR GENERAL TO ADDRESS NATIONAL CAC CONFERENCE — Solicitor General **Bob Kaplan** will be among those addressing the Citizens' Advisory Committee National Executive Conference, being held in Ottawa March 17-19.

AGRIBUSINESS, INDUSTRIES RE-SCHEDULE WORKSHOPS — CSC Agribusiness Director **Ron Junk** and Industries Director **Earl Fox** have re-scheduled national workshops which were to be held in Abbotsford, B.C. at the end of March. The workshops will instead be held in Ottawa, March 22-24.

STE-ANNE-DES-PLAINES INSTITUTION HOLDS SEMINAR Ste-Anne-des-Plaines Institution, in collaboration with the Laurentian community sector, held an awareness seminar for judges, lawyers and police officers of the Laurentian and Lanaudière areas February 18 and 23. The panel discussions included inmate participation.

BOWDEN INSTITUTION TO HOST ALBERTA BONSPIEL — Bowden Institution is hosting the Eighth Annual CSC (Alberta) Curling Bonspiel in Red Deer, Alberta in mid-March. This year, at least one member from each rink must be a woman.

MOTION PICTURE ON BILL MINER — *The Grey Fox*, a major motion picture about the life of **Bill Miner**, Canada's legendary train robber, will have its North American premiere in Vancouver on March 25. Much of the filming for the movie was done at the now-closed B.C. Penitentiary.

Accreditation program suspended March 31

One of CSC's most substantial awards programs is now easing off after more than four years of beneficial service.

The Service has been pursuing an accreditation program under contract with the Commission on Accreditation for Corrections since August, 1978. Due to financial restraint, it will be suspended as of March 31, 1983.

"We have had to set priorities on the way our human and financial resources are being used," Inspector General **Al Wrenshall** said in an interview.

Springhill Institution became the first penitentiary in Canada to receive an accreditation award in September, 1979, after months of preparation.

Since then, a total of 42 other CSC installations have joined the medium-security institution by achieving the distinction, including all

19 district parole offices.

"For those who received the awards, the extremely hard work was not in vain and I'm sure their success was very gratifying to them," the Inspector General said.

To receive accreditation by the Commission, virtually everyone in the institution or parole district office had to prepare for an extensive audit, verifying compliance with as many as 495 standards for an institution.

Facilities close to being ready for an accreditation audit are now making preparations for the audit by the end of the fiscal year, or by no more than about one month thereafter. Those not ready by then won't proceed, however, audits by the Inspector General will still include consideration of compliance with accepted standards.

LET'S TALK

Let's Talk is a tabloid for staff of The Correctional Service of Canada, published twice a month by the Communications Branch, 340 Laurier Avenue West, Ottawa, Ontario, K1A 0P9, Tel: 995-3031. We welcome your contributions, letters and articles. Send them to your Regional Manager, Communications and in Ottawa to the editors: **Helen Gooderham**

Rick Blanchard

Erik Gustafsson
Staff photographer

ISSN 0715-285X

Awards Program for staff

CD 130-6-13 (CD 119) DI 130-6-13

Commissioner's Awards

Commissioner's Citation for Bravery

Criteria

- Heroism for an act beyond the normal call of duty.
- Placing one's life in danger to save another or to protect property.

Benefits

- Lapel pin.
- Citation.
- Possible nomination to Order of Canada and other Canadian honors.

Commissioner's Citation for Meritorious Service

Criteria

- Recognition of outstanding service.
- Initiative and efficiency in action.

Benefits

- Lapel pin.
- Citation.
- Possible nomination for appointment to the Order of Canada.

Service commendation

for an individual or group

Criteria

- Outstanding service through a single act.
- Exceptional achievement.
- Exemplary performance over a period of time.

Benefits

- Service Commendation Certificate.

Service Certificate of Appreciation

Criteria

- Contribution to the Service where criteria for an award have not been met.

Benefits

- Certificate.

For long service

Long Service Awards (Public Service of Canada)

- Automatic when criteria are met
- Retirement after 10 years of service — certificate signed by the Prime Minister
- 25 years of service — Plaque signed by Prime Minister
- Retirement after 35 years of service — Medallion, and; certificate signed by Prime Minister

Long Service Awards (CSC only)

- Automatic when years of service criteria are met
- Retirement after 10 years of service, or after 35 years of service — Certificate signed by the Commissioner and Solicitor General

Senior Officer Retirement Certificate (Public Service of Canada)

- Recognition of the contributions made by deputy heads who have held their appointment for a minimum of 10 years
- Certificate presented by the Governor General of Canada

Incentive Awards

(Chapter 365 Treasury Board Administrative Policy Manual)

Outstanding Achievement Award

for executive level only

Criteria

- Outstanding performance of duties over an extended period of time.

Benefits

- Citation signed by the Prime Minister.
- Citation and an award of up to \$5,000.

Approved by the Prime Minister

Resource Management Award

for management level only

Criteria

- Outstanding contribution in personnel, financial, administrative or materiel management.

Benefits

- A citation and an honorarium of \$5,000.

Approved by Treasury Board.

Merit Award

for an individual or group

Criteria

- Performance at an unusually high level.
- Meritorious contributions.
- Completion of group assignment at an unusually high level.
- Bravery.

Benefits

- Citation and up to \$2,500 for an individual.
- Citation and up to \$5,000 for a group to be shared equally.
- Approved by Treasury Board.

Suggestion Award

for an individual or group

Criteria

- Improving the Service through monetary savings, improved working conditions, increased efficiency or conservation of energy, time, water and so on.

Benefits

- Suggestion Award Certificate.
- Certificate and cash award from \$50. to \$5,000.
- GROUPS — cash award from \$5,000 to \$10,000 for a group to be shared equally. Approved by Treasury Board.

Certificate of Appreciation

- Recognition of useful contributions to program, including evaluators and supervisors who assist suggestors
- Can be granted for adopted suggestions of individuals who are ineligible to receive award or cash honorarium

LET'S

TALK



Vol. 8 No. 6 March 30, 1983

Staff training officers call on range of programs

Training in CSC 'comes of age'

"We are here to tell you that our role is to provide you with the services you require. You are an essential part of our clientele."

So said the Director General Staff Training and Development, **Brian Marley-Clarke** to a national workshop of staff training officers, held at Laval Campus of the National Correctional Staff College Feb. 22-24.

Twenty-three of the 26 staff training officers in CSC institutions participated in the workshop. It was the first time they met as a national group.

The workshop addressed the needs of the branch and staff training officers (STOs) by providing an open forum for discussion of changes which have occurred over the history of the STO and the new branch. Marley-Clarke said in an interview later he will be recommending to the senior management committee future meetings of this kind.

New services

Institutions, district offices and community correctional centres can now call on several new, training-related services, the latest of which is a supervisory training program. During the next fiscal year, a middle management training program will be developed as well.

"You might say we've come of age," said **Bob Hilton**, chief of program development, who was one of the organizers of the workshop. Hilton said CSC now has a strong basis for a high-calibre approach to training.

Staff training has a significantly higher profile in the Service largely as a result of recommendations of special inquiries and reports dealing with major security incidents. Generally, there has been a call to provide more appropriate training for staff and senior officers to equip them with necessary skills.

In less than the two years of its existence, the branch has focussed its efforts on national training standards in programs delivered through the National Correctional Staff College's four campuses — at Mission, Edmonton, Kingston and Laval — and at the Staff Induction Centre at Kingston.

Total training time and the number of participants in all courses suggest impressive activity: From April, 1982 to January, 1983 a total of 4,339 staff participants received a total of 213,205 hours of instruction in CSC.

Staff training officers at the workshop also learned that training services are now being improved to assist in the delivery of national programs. The improvements include:

- New curriculum design format — now completed
- Region-by-region ERT training — underway in Prairies
- Computer-aided learning program — piloted at Edmonton campus
- Crisis management training for wardens and assistant wardens — now being developed.

Future articles of this series on staff training and development will explore these and other programs.



Staff training officers during break at national workshop held at the National Correctional Staff College, Laval Campus Feb. 22-24. Left to right: **Cec Houdebo** — Saskatchewan Penitentiary; **Joe Sombach** — Edmonton Institution; **Roger Johnston** — Regional Psychiatric Centre Pacific Region; **Doug Campbell** — Matsqui Institution, and; **Tom Charbonneau** — William Head Institution.

Senior personnel transfer in Ontario, NHQ moves

The wardens of three medium-security institutions in Ontario Region will change and new personnel will assume senior duties at Ontario RHQ and NHQ, with a decision by CSC's senior personnel committee Feb. 18.

Hank Neufeld, director of operational security at NHQ, is returning to the field as warden of **Warkworth Institution**, replacing **Mary Dawson** who will become warden of **Joyceville Institution**. **Joyceville Warden Ken Payne** will assume that post at **Collins Bay Institution**, replacing **Herb Reynett**, who will become special advisor to

Ontario Regional Deputy Commissioner **Art Trono**.

The transfers are expected to take place following the mid-May wardens' conference.

Irving Kulik, former Leclerc Institution warden and recently special advisor to **John Siu**, deputy commissioner of policy, planning and administration, has now assumed duties as director of operational security at NHQ.

Willie Gibbs will return to CSC from Treasury Board and replace **Kulik** as director of special projects, policy, planning and administration branch.

Sask Pen P2P Program reports success

PRAIRIES — Person T(w)o Person, a program involving volunteers in corrections work at Saskatchewan Penitentiary, reported an all-time high number of volunteers visiting inmates during 1982.

During 1982 there were 823 volunteer-inmate visits made under the program, say the authors of the annual report to the group's Board of Christian Service, **Orville Andres**

and **Dale Schiele**.

Andres and **Schiele**, both Menonites, say there are five students from **Covenant Bible College**, one from **Baptist Bible School** and three native persons involved in visitation.

"We received considerable help from the penitentiary," the report to board members states. "Travel expenses, in relation to the program plus those of **Bethany students** were

covered by a federal grant. The major portion of our printing was done at the penitentiary with inmate labor," the authors note.

"The most important element in the Person T(w)o Person program is people," they say. "1982 has been a good year. We have witnessed a lot of interest in the prison ministry with an all time high in the number of volunteers involved."

Prison Health Care . . .

The need is now

By **Mona C. Ricks**



Prof. Solange Troisier
ICPMS President
• See Page 4

Canada is preparing a welcome for delegates and guests to a world congress on prison health care. Concern for the calibre of health care for those confined behind bars, is the key to why the 2nd World Congress on Prison Health Care is meeting August 28-31 in Ottawa. The four-day forum is expected to draw some 1,200 medical, legal, and criminal justice representatives, with contributions from drug experts and after-care agencies. Canada will sponsor the Congress for the International Council of Prison Medical Services (ICPMS) — and the focus will be international.

"The more people involved in a dialogue on health care for those confined behind bars, the greater possibility we have of unifying guidelines affecting delivery," said **Dr. Chuni Roy**, secretary general of ICPMS. The Council is a group of medical and health care professionals, working in prisons, staunch in the belief — there is need for change in prison health care. Almost four years ago, the group met in Athens: the outcome, an undertaking to, "... recognize the right of incarcerated individuals to receive the best possible health care." Known as the *Oath of Athens*, prompting ICPMS to action, it marked a "major step for mankind" in the ethical delivery of health care services to offenders.

RC Sister appointed Dorchester Chaplain

ATLANTIC — Sister **Gloria Boudreau** has become the first Roman Catholic Sister in CSC history to be formally appointed Roman Catholic Chaplain of an institution.

Rev. R. Murray Tardiff, CSC national director of chaplaincy, announced the appointment of Sister **Marie Gloria Boudreau** as Roman Catholic Chaplain for **Dorchester Penitentiary** Feb. 16.

She has been at Dorchester since April, 1978 as a member of the chaplaincy team. For the past three years, Sister Gloria has acted in the capacity of Roman Catholic Chaplain.

In her role as Roman Catholic Chaplain, Sister Gloria will be unable to conduct the celebration of the sacraments. This duty will be performed by **Rev. Bill Ryan**, **Pointe de Chêne, New Brunswick**.

However, Sister Gloria will have overall responsibility for programming and counselling and will con-



Sister Gloria Boudreau and **Rev. Pierre Allard**, Atlantic regional chaplain.

continue to be part of the chaplaincy team.

"She has been hired as Chaplain," **Rev. Tardiff** says, "not because she is a Sister, but more particularly for what she has shown in terms of ministry for the past five years in **Dorchester Penitentiary**."

"She has not only been accepted by the inmates and staff, but she is a beautiful witness of the ministry," **Rev. Tardiff** says.

Sand River CCC reopens

ATLANTIC — Sand River Community Correctional Centre reopened March 2, six months after suspending operations last September.

The CCC was temporarily closed when the main employer for the residents, **Scott Paper Com-**

pany, shut down its woods operation following a strike.

On reopening, the 11 Sand River residents were to follow a six-week, full-time life skills, wilderness and challenge program until **Scott Paper** resumed its woods operation, expected March 21.

Newsmakers in the Regions and NHQ

Atlantic

Francine Phillips

Moncton stress seminar attracts 82 couples

ATLANTIC — Eighty-two CSC Atlantic Region employees, joined by their families, participated in a special weekend at the Howard Johnson's Motor Lodge in Moncton, N.B. Feb. 11-13, 1983.

The theme of this year's seminar was "How to Deal with Stress: Focus on the Family". It was sponsored by the Chaplaincy Department of Dorchester Penitentiary, the Christian Council for Reconciliation located in Moncton, and CSC. It is the third year such a seminar was organized in the Atlantic and according to feedback from veteran participants it was the best one yet.

Children took part in outdoor and indoor activities while parents attended the sessions. The excellent group of speakers included Dr. Douglas Archibald, psychiatrist

and medical director of the Fundy Mental Health Centre in Nova Scotia, Dr. Normand Gionet, specialist in exercise physiology and physical fitness, Dr. Charles Taylor, professor of clinical pastoral education at Acadia Divinity College in Nova Scotia, and Janet Partridge, wife of Westmorland Institution Herdsman Ernie Partridge. Bill Chitty, former guard and warden with CSC, gave an excellent presentation. He is president of the Ontario Association of Corrections and Criminology and a member of Ontario Board of Parole.

Four films by Dr. James Dobson were shown which offered much food for thought. A time for sharing questions and concerns was integrated into each session.

The Saturday evening banquet



Westmorland Institution's Jim Scott (left) and his wife, Caroline, receive bouquet of roses from Regional Chaplain Pierre Allard after being chosen "Valentine Couple of the Weekend" Sat. Feb. 12 during CSC family seminar on stress.

commenced with a delectable meal of salads and various meats savored by all. Following the meal, presentations were made. Jim Scott, Farm Clerk at Westmorland Institution,

and wife Caroline received a beautiful bouquet of red roses after they were chosen Valentine couple of the weekend. In appreciation of Betty Lutes' services in preparing

the children's activities and babysitting, she was presented with a Valentine box of chocolates.

A snowfall mixed with heavy winds prevented the scheduled Young Acadian Singers from performing at the banquet. However, David Cail, Parole Officer in Kentville, came to the rescue and entertained the audience with a skit on a family situation whereby the head of the family is an alcoholic father. The characters were volunteers from the audience.

The "Wrap-up" on Sunday morning brought forth opinions and suggestions from the panel members as well as from the participants. The planning committee members are to be commended on the fantastic job they did in organizing such a worthy and fruitful exercise.



Herb Reynett, Collins Bay Institution warden: Bowling for Big Brothers.

Big Brothers

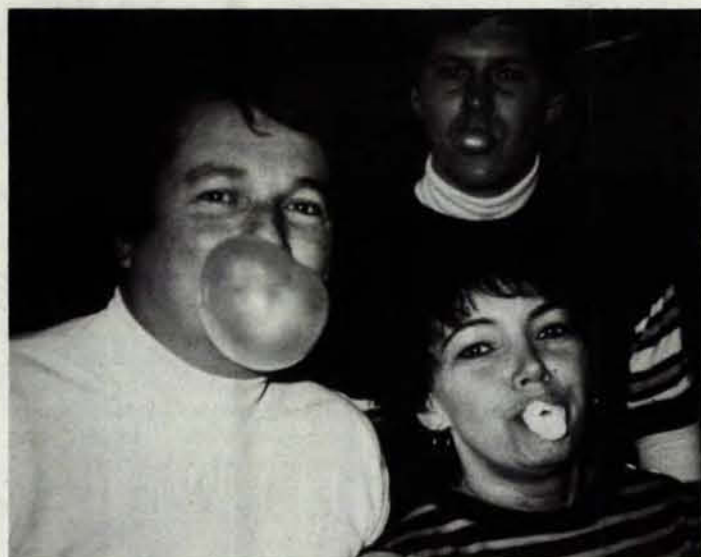
ONTARIO — Over \$500 was raised by three CSC managers for the Big Brothers in a Bowl-for-Millions campaign Feb. 5.

Collins Bay Institution Warden Herb Reynett, Warden George Caron of the Prison for Women, and Dennis Curtis, regional manager of communications bowled three games and raised the funds from a number of sponsors.

"George and Dennis are a little embarrassed about their scores, but Herb, who had never bowled before in his life, scored a very respectable 153 in his first game," Curtis confessed.



The Big-Mac eating champs: Keith Watson, Sally Pyke, Rob Blasko and Jill Jewitt, all of Ontario RHQ.



And what brand of bubblegum do you use?



Opening of Ontario Region's Winter Carnival, with Regional Deputy Commissioner Art Trono (left) doing the honors.

Scenes from Ontario Region's 1983 Winter Carnival!

NHQ



Normand Radford

Above is a very tired, Normand Radford, chief, parliamentary relations who had just skied 100 miles! The event: The Canadian Ski Marathon, Feb. 12-13. Normand, in "fatigues", was escorted for 60 miles by his wife, Nancy. You may recall Let's Talk, March 30, 1982 edition in which we detailed Normand's withdrawal from last year's marathon due to ski harness and ski pole problems, and NHQ's staff relations officer, Réal Montpetit's successful completion for the Coureur-de-bois bronze medal. Well, this year Réal had the bad luck. Severe chilblains to the ear incurred during training forced him out after 50 miles!

Prairies

Les Shand

"Bulls" Take Prairie Title

He shoots! He scores! Well, although I'm no Howie Meeker, calling the shots at this year's Prairie Region hockey tournament could not have been more exciting.

The tournament, held in Saskatoon February 15-16 saw teams representing the Regional Psychiatric Centre, Edmonton, Bowden and Drumheller institutions, including some parole and RHQ staff, face off in competition for the Prairie title.

In a hard-fought final game the Drumheller "Bulls" clinched the 1983 regional trophy over the Regional Psychiatric Centre "Gaolers", winners of the "B" side. That game, fought to a tie,



Rick Pozzo, of Drumheller "Bulls" (left) faces off with Doug Stewart of the Regional Psychiatric Centre "Gaolers" as Bob Gillies, Acting Executive Director, RPC Prairies drops the puck to officially start tournament.

was finally taken by the "Bulls" after a 15-player shootout. The Bowden "Bulldogs" took the consolation event over the Edmonton "Warhogs".

Outstanding players were, "Bulldog" Al Partington — most valuable player; and "Bulls" Rick Pozzo — most points, and Barry Arch — most valuable goaltender.

Three trophies for CSC shooters!

Representatives of Airborne Regiment, Edmonton City Police and CSC gathered in boardroom of Edmonton Institution Jan. 28 to award to CSC three trophies won at an inter-service weapons competition last October. All team members competed with each of the following weapons: AR15 (rifle), FN 7.62 (rifle), 9mm Browning (pistol), and .38 revolver. The outcome was a clean sweep for the CSC team of CX4s Fred Schiweck, who also took highest individual rifle and handgun scores, Dana Akey, and John Thompson. Scores were CSC 3775, RCMP 3506,



With inter-service trophies, from the left: John Thompson, Dana Akey and Fred Schiweck.

Edmonton City Police Task Benner with the three trophies for CSC safekeeping, chuckled CSC "will have to relinquish the hardware next year."

"Our strength is people"

We begin a new feature series giving brief profiles of staff members across Canada, what they like about their work, or how policy impacts on them.

Chappie Wong, Jean Turcotte of Joyceville Institution Pacific RHQ



Chappie Wong at work

Chappie Wong has served as regional chief of records management at Pacific Regional Headquarters for the past two years. "At the present time, what appeals to me the most is involvement in the development of CDs and DIs on recorded information and records management, an area which I feel has been neglected in the past."



Jean Turcotte at the range

Jean entered the Service over seven years ago as a finance clerk at Ontario RHQ. Two years ago she transferred to Kingston Penitentiary as senior classification clerk. "I found the whole area of case management very interesting, she says. "I enjoy working with staff and inmates and meeting people."

Then came a decision to get into the Living Unit field. Jean's career recently took that turn with her graduation from the mandatory 12-week CORP training at the Staff Induction Centre. Interviewed during training, she notes it's "very mentally and physically exhausting but at the same time enjoyable. All of a sudden you find yourself wearing boots and marching."

Jean's on-the-job training at Collins Bay Institution was a totally new experience for her. "I went in with a lump in my throat . . . was very apprehensive and not knowing what to expect," she recalls. "But I was pleasantly surprised." Her training included manning the main control, segregation unit, lock-ups, tower and mobile patrol. "The men really made me feel at ease and accepted me well. They were very helpful and showed me a lot."

Guide explains how to write a job description

The regional chiefs of classification and supervisors at NHQ have been supplied with a new *Guide to Job Description Writing*, notes John Carrocetto, director of classification.

Job descriptions — which are updated on a cyclical basis — must be written by an estimated 1,000 to 1,200 persons in CSC, who have supervisory or managerial responsibilities which include the task of writing job descriptions for employees, Carrocetto says.

"However, it's not restricted to supervisors. If you're asked to write your job description you should borrow your unit's booklet or request one," he says.

"Writing a job description is easier with this guide. Employees naturally tend to use wrong descriptive wording that's out of context, irrelevant or often nebulous. You must capture what it is you or the employee actually does and is required to do."

The guide includes a glossary,



John Carrocetto

which explains the meaning of words before you use them. It contains a list of pitfalls to avoid when describing a job. A sample job description and organization chart are also included.

Job descriptions are normally updated every two years for those positions susceptible to change, and every five years for those with duties that are stable over longer periods of time.



Saskatchewan Penitentiary

SHU completion May '84

PRAIRIES — The Hon. Bob Kaplan, P.C., M.P., Solicitor General of Canada, announced Feb. 5 that the Special Handling Unit being built within the confines of Saskatchewan Penitentiary will be operational in the summer of 1984, creating a minimum of 200 jobs in the process.

The \$14.8 million facility is scheduled for completion in May, 1984; it will take about two additional months before the institution within an institution will be ready to handle its capacity of 80 inmates, Kaplan said.

The Special Handling Unit site has already been isolated. In the interests of security, a double fence has been erected to separate the new facility from the existing buildings at Saskatchewan Penitentiary.

Work has already begun as well as the foundations of the new institution. More than 100 jobs will be created in the construction of the

Special Handling Unit.

The new institution will have a permanent staff of approximately 95 people, including corrections officers, and support staff.

The inmates of the Special Handling Unit are those identified by The Correctional Service of Canada as being particularly dangerous or demonstrating aggressive behavior which poses a threat to the safe operation of conventional maximum security institutions. The SHU is designed to provide the highest level of protection available in the CSC, he added.

The annual operating and management budget for the new facility at Saskatchewan Penitentiary is forecast at \$3.5 million including staff salaries.

Kaplan pointed out that the City of Prince Albert has always had a good, supportive relationship with the administrators of the Saskatchewan Penitentiary and The Correctional Service of Canada.

Let's Talk About PEOPLE

SANDRA MILLER, formerly coordinator community operations, Offender Programs, RHQ Prairies, is now area manager, Lethbridge parole office . . .

JEAN LEBLANC, a Dorchester Penitentiary employee, has won second place in the Mr. World Light Heavyweight Bodybuilding Championship. Jean was honored by the Riverview Jaycees at a dinner at the local Lions Club Feb. 4 and is one of two candidates from the area to compete for the **Vanier Award** given to five outstanding young Canadians . . .

STAN MACDONALD, whom we mentioned in the Jan. 30 People column as retiring from the Inspector General's Branch last November, died of cancer at Ottawa Civic Hospital Feb. 7. He was 63. A 1953 graduate of the Maritime School of Social Work, Stan entered the federal corrections field in 1961, opening the National Parole Board's regional office in Halifax the same year. He moved to Ottawa in 1966 and to CSC's Inspector General's Branch as senior management review analyst in 1979 . . .

SASKATCHEWAN FARM INSTITUTION staff gathered at the end of January to honor three fellow comrades who had a combined total of 69 years of service with CSC. Joe Ferchuk, with 31 years of service, was one of the original living unit officers when the institution opened in 1962 and prior to that was a correctional officer at Saskatchewan Penitentiary. Daniel (Al) Logan was another correctional officer from Saskatchewan Penitentiary who went next door to Sask Farm as a living unit officer. Al had a total of 21 years service. Those of us who have enjoyed fresh tomatoes and cucumbers grown at Sask Farm in the depths of a Prairie winter (and that can be deep) are indebted to Bill Froling, who retired as the farm's groundsman. Originally from the Netherlands, Bill joined CSC in 1965 after a number of years working for the City of Prince Albert. Now 65, Bill is going to concentrate on his own yard after many years of adding to the attractiveness of the city and the institution . . .

STAFF INDUCTION CENTRE lounge at Kingston, while the point of entry to CSC for new recruits is also a traditional location for many retiring employees like Irma Hogan, Imprest and Revenue Clerk at Ontario RHQ, who retired after 28 years with the Public Service, including 16 with CSC. A large number of well wishers paid tribute to her Jan. 27, including remarks by Ontario Deputy Commissioner Art Trono, and finance division colleagues Wilf Garrah, Mich Hepburn and Pat McGinnis. Her many friends in the region presented her with a Keirstead painting, and a beautiful cake in the form of an imprest cheque expertly done by Barb Ruttan. During the past few years at RHQ, Irma was well known as the lady who handed out the pay cheques every second Thursday. Appropriately, her party was held on pay day .

Death Penalty Seminar

PRAIRIES — The Saskatoon Chapter of Amnesty International sponsored a seminar and forum on Feb. 4-5 discussing the issue of the death penalty and Canada's present legislation. The two-day seminar highlighted presentations by the noted criminologist Professor Ezzat Fattah on "A global perspective of the death penalty and the death penalty in Canada — past and present."

As part of the seminar, a forum was held followed by a question period. Guest speakers included New Democrat Party M.P. Father Bob Ogle, with an assessment of the death penalty from a parliamentary viewpoint, and Les Shand, assistant regional manager, CSC Communications discussing how the corrections system deals with capital offenders and the effects of that system.

Accreditation proposals attract interest from correctional field managers

Correctional field managers and voluntary groups are showing interest in a proposal by the Canadian Association for the Prevention of Crime to establish a new standards and accreditation.

About 5,000 sets of the association's draft proposals were sent out to corrections professionals and voluntary sector agencies in the field last fall.

Glenn Angus, the association's project director, says the draft manuals could still wind up with significant changes based on the comments being received.

"Written replies are arriving in fair numbers and are of excellent quality but we'd like more," says Gérard Genest a project spokesman.

Genest says the association's 12-member standards and accreditation committee is currently working to a March 31 deadline for consultation. The association hopes to ratify its standards by Sept. 30.

Most of the replies will be from individual professionals working in direct service with offenders, Genest notes. But organizations such as the National Parole Board and the Canadian Association of Paroling Authorities are also expected to submit their comments.

On-going for the past two years, the project is sponsored by the Donner Canadian Foundation of Toronto, the Edna McConnell Clark Foundation of New York City, The Correctional Service of Canada, National Parole Board and the majority of the provinces.

Among the proposals are:

- Establishment of a Canadian accreditation agency
- A 14-point mandate and statement of principles
- Standards for five groups: central agencies, paroling authorities, community residential/correctional centres, probation and parole field offices, and institutions

Angus says the agency would operate at "arms-length" from government and voluntary sector corrections agencies which would apply.

"The standards would not be highly technical and documentation would be kept to a minimum to make the process fairly rapid and affordable," he says.

LET'S TALK

Let's Talk is a tabloid for staff of The Correctional Service of Canada, published twice a month by the Communications Branch, 340 Laurier Avenue West, Ottawa, Ontario, K1A 0P9, Tel: 995-3031. We

welcome your contributions, letters and articles. Send them to your Regional Manager, Communications and in Ottawa to the editor:

Rick Blanchard

Erik Gustafsson
Staff Photographer

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BRIEFLY



Don Delahaye

CSC TRANSPORT DRIVER APPEARS IN GUIDE — Don Delahaye, Class "A" transport driver for CSC at Warkworth Institution, appears on the front cover of the February-March issue of the *Government Purchasing Guide*, advertising the growing use of propane as petrol in Canada. Warkworth Institution currently has 12 propane-fuelled vehicles in its fleet, notes John Trafford, acting assistant warden of administration, Warkworth.

NEW SHU AT SASKATCHEWAN PENITENTIARY TO MEAN JOBS — When the Saskatchewan Penitentiary Special Handling Unit is completed by March, 1984, the new unit should provide between 85 and 95 permanent jobs for the Prince Albert community, Solicitor General Bob Kaplan told staff and CAC members Feb. 5 in the Prairie Institution. When the 80-cell SHU is completed, Kaplan added, CSC will have reached its goal of being able to house up to 250 dangerous offenders in the four phase program. As of March 1, 1983, 118 inmates were being held in SHU.

COWANSVILLE WATER SYSTEM OPENING IN MAY — Quebec Regional Manager of Communications, Gaston Pelletier, met with Environment Canada's Guy Martin Feb. 11 to plan the official opening of the water treatment system at Cowansville Institution, set for May.

CSC HAS BOOTH AT PACIFIC NATIVE CAREER DAY — CSC had a booth at the Native Career Day Exhibition at the Vancouver, Indian Friendship Centre Feb. 11. The event was sponsored by the Public Service Commission of Canada.

ADDITIONAL PLANNING STAFF JOINING ATLANTIC RHQ — Twenty-five to 30 additional employees will join the Atlantic Regional Headquarters staff as part of the Renous Institution planning team for a period of two to three years.

ATLANTIC RHQ MAY BE MOVING — Atlantic Regional Headquarters may be moving its office quarters to a new location with the addition of Renous Institution's planning staff and possibly the Moncton district office staff. Additional office space is being sought and several alternatives were under consideration at press time.

SOLICITOR GENERAL APPOINTS MEMBERS TO BOARD — Hon. Bob Kaplan appointed Maurice Roussel, of Tracy, Quebec, and Frank McQuaid, of Cardigan, Prince Edward Island to the National Parole Board for one-year terms Feb. 18. Roussel, a lawyer, was re-appointed for a one-year term as a temporary member in the Quebec office. McQuaid, a high school teacher and past president of the John Howard Society of Prince Edward Island, was appointed for one year as temporary member in Atlantic Region. Each temporary member is appointed to either substitute for one of the 26 regular full-time members or to help the board through periods of unusually heavy caseloads.

TWO PACIFIC REGION INSTITUTIONS ACCREDITED — Elbow Lake Camp and Kent Institution each underwent successful accreditation audits during February, meeting 100 per cent of mandatory standards. Elbow Lake, audited Feb. 10-11, also met 94.6 per cent of the non-mandatory standards while Kent, audited Feb. 23-25, met 96.3 per cent of the non-mandatory standards. During March, Pacific's Robson CCC and William Head Institution were to be audited.

WARKWORTH, COWANSVILLE WINNERS IN HOCKEY TOURNAMENT — Warkworth Institution took away "A" competition honors while Cowansville Institution's team won "B" championship honors, in the four-region hockey tournament held in Belleville, Ont. Feb. 18-20. Watch for full coverage in a forthcoming edition.

CRIMINAL JUSTICE WEEK SUGGESTED BY COMMITTEE — The Northeastern Ontario Criminal Justice Communications Committee, chaired by CSC's Sudbury area manager, Lloyd Conrad, is looking into holding a Criminal Justice Week this May to help inform the public about all agencies of the criminal justice system. At its regular meeting Feb. 3, the joint committee of law enforcement, judicial and correctional representatives also supported a suggestion that the Sudbury Regional Police establish a bail and parole unit to give more attention to those clients reporting to the police.

INMATE WEEKS IN QUEBEC REGION — Two "inmate weeks" in cooperation with the Quebec Prison Arts Foundation were held in Quebec Region recently. Inmate craft displays, information distribution at city shopping centres and a play were all aimed at raising the public's awareness of inmate and ex-inmate rehabilitation matters. St.-Jérôme office of West Québec District sponsored events March 2-5 while the Granby parole office and Cowansville Institution jointly organized events March 7-12.

Congress asks for world action on prison health care

• from Page One

For The Correctional Service of Canada, the Congress is an opportunity to share experiences in forensic medicine and health care with other criminal justice systems.

Emphasizing urgency, the Congress theme, *World Needs for Action*, epitomizes ICPMS desire to communicate internationally. Professor Solange Troisier, president of ICPMS, requested a diversity of topics on multiple issues for Congress discussion, to stress the urgent requirement for appropriate health care policies in corrections.

Active in France

Professor Troisier's concern for prison health care stems from her work with offenders as inspector general, health care services in French penitentiaries; and, as professor of penitentiary medicine at the University of Paris. She has also been engaged in clinical administration and research, and for years campaigned for better medical care for prisoners. Professor Troisier views emotional and mental problems of inmates as outstanding concerns for the medical profession; particularly as the inmate population is increasing steadily, and sentences lengthen.

Prisons, Professor Troisier and Dr. Chuni Roy explain, have captive medical clients requiring a different approach to health care delivery. Patients in prison cannot be isolated from total care — from

the time they arrive in an institution to release, insist members of the International Council of Prison Medical Services. To which Dr. Roy adds, "All human suffering behind bars is worthy of medical attention."

Scientific discussions

Three major topics introduce the scientific program — policy and administration, institution programs, ethics and legal complexities. Well-known names in the medical and research professions have agreed to participate in the sessions.

Mr. Minoru Shikita, Chief of the United Nations Criminal Justice Branch, will deliver a major address.

Several topics

Other international experts will introduce discussion on: policies; standards for and evaluation of prison health care; psychopharmacology; mental health care and treatment of the criminally insane. Special health care problems will also be addressed affecting juvenile, female, and alien offenders; the nature and treatment of sexual offenders; and preventive health care measures. Whether and how inmates should be given drugs, will be part of a discussion on drug use and abuse in prisons.

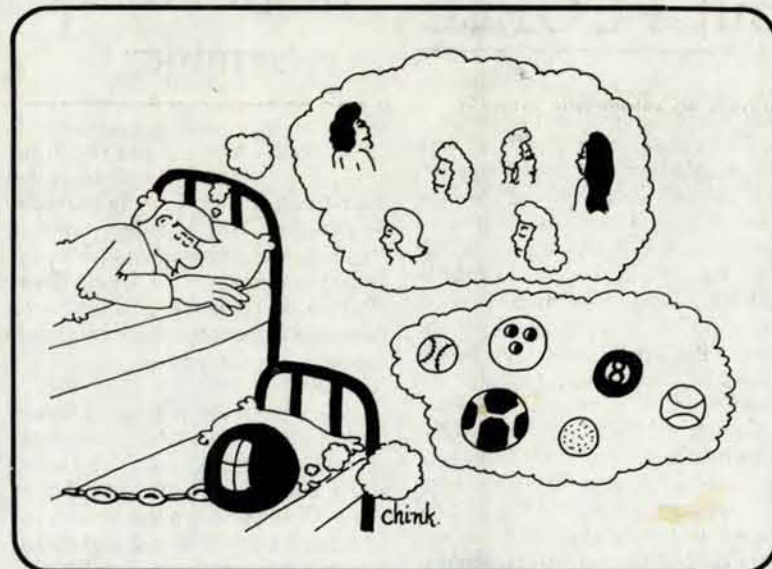
Legal and ethical responsibilities affecting delivery of health care in prisons, and concerns of international Human Rights, Law and Medical Commissions, are part of

the agenda. Indications are — ethical responsibilities on the delivery of prison health care will draw intense discussion at the Congress. The role of nurses and their contribution to prison health care will also be examined.

Scientific papers

Scientific papers, on a myriad of subjects related to the Congress, will be presented. They tackle known problems: suicide, infectious disease, policy affecting medical examinations, dilemmas facing moral-ethical delivery of health care in prisons, tranquilizers, dentistry, prison violence, standards in nursing practice and forensic nursing, sex offenders and offences, and the incarcerated woman's health issues. Following conclusion of the sessions, a summary of the Congress will bring together panel and general discussions, scientific papers and recommendations, representing Congress concern for the delivery of health care to incarcerated offenders — world-wide.

The Congress pre-registration fee is \$150 — pre-registration ends July 15. Thereafter, the registration fee is \$200. Enquiries on the Congress should be directed to: Mr. Don Delaney, Congress Secretariat, The Correctional Service of Canada, 340 Laurier Avenue West, Ottawa, Ontario, K1A 0P9, (613) 995-4970.



Knuckles: Harold Paquette

Employees may represent selves at classification grievance board

Employees may now represent themselves or choose someone else to represent them at classification grievance hearings instead of relying strictly on their respective bargaining agent.

John Carrocetto, director of classification at NHQ adds Treasury Board has made the new policy effective Jan. 1. Before then, an employee grieving his classification had no choice of representation and was barred from the hearing.

While grievors can now present their own case, or appoint someone else there are two conditions:

One, travel and leave costs must be borne by the employee — all hearings are held in Ottawa-Hull.

Two, if an employee chooses someone else, that person must not be an agent of another bargaining unit.

Carrocetto adds, however, employees are still free to ask their respective bargaining agent to represent them — at no personal cost.

Employees who aren't members of a bargaining unit may also represent themselves or select any representative, Carrocetto adds. As well, classification boards must now be chaired by an accredited classification specialist, and employees must be given 15 working days advance notice for a hearing date instead of 10.

Disagreements between an employee and management concerning the content or accuracy of a statement of duties are not resolvable through the classification grievance process — the normal grievance procedure must be followed in these instances.

Classification grievances are being filed by CSC employees at a rate of about two per month — 27 were filed between April 1, 1982 and March 1, 1983.

Further details may be obtained from either Regional or National Headquarters classification personnel.

University for three weeks this summer?

PACIFIC — University of British Columbia's Faculty of Education is inviting correctional educators from across Canada and the U.S. to attend a three-week intensive course on adult correctional education July 4-25.

Objectives of the course include professional development needs of teachers, prison education coordinators, directors and administrators whose job it is to program for school districts or community colleges which enroll current or ex-inmates.

Dr. Stephen Duguid, internationally-known educator and administrator, will instruct. Duguid has worked in a number of medium and maximum settings for more than eight years and has had experience in both Canada and Alaska.

Instruction is being given during the mornings. Participants can choose from a range of afternoon and evening activities. These include some sessions in Adult Basic Education offered as part of the Second Annual Canadian Summer Adult Basic Education Institute during the afternoons.

Further information and applications can be obtained from:

Dr. Peter S. Cookson
Adult Education Research Centre
The University of British Columbia
5760 Toronto Road
Vancouver, B.C.
V6T 1L2
(604) 228-2086



LET'S TALK

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CORRECTIONAL SERVICE OF CANADA
REGIONAL HEADQUARTERS - PACIFIC
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Greg MacGillivray and CSC's ADP project leader Beverley Sandey, at the Ottawa Data Processing Institute show, Mar. 15.

Inmate employment's ADP services shown at Ottawa Interchange '83

The 120 or so inmates working in information processing services for Inmate Employment Branch, would have appreciated CSC's attractive exhibit at Interchange '83 in Ottawa Mar. 15-17. So would staff. The exhibit demonstrated our active role in the world of high tech services to the government and public, alongside other government departments showing off their computer services. It also showed a positive end result — ex-inmates so trained can get jobs.

Beverley Sandey, project leader, guided visitors through a brief Telidon videotex presentation on the training programs and services, at one side of the exhibit, which was graced with the finest Easter lilies and other flowers from Pittsburgh Institution.

Meanwhile, consultant Greg MacGillivray tested the "market's" reaction to his "trivia" questions on corrections. Fellow consultants Sue Patterson and Neil Hardie rounded out the welcoming committee on opening day, getting across the word on our date entry, word processing, micrographics and, it's new for us, Telidon videotex page creation services.

Sandey notes videotex page creation — a service providing government users with computerized pages of text and graphics — is underway at Saskatchewan Penitentiary and Frontenac Institution.

The Transfer
• Page 3



Father Bruno Dandeneault receives Citation for Meritorious Service

QUEBEC — Long-time voluntary correctional worker Father Bruno Dandeneault received the Commissioner's Citation for Meritorious Service, at a ceremony in Sherbrooke, Mar. 12.

Father Dandeneault was presented with the citation by Jean-Paul Dugas, Quebec deputy commissioner, during the official closing banquet of the Inmate Week, held at Sherbrooke University's Main Pavilion. Despite bad weather,

many guests were able to attend. They included Alain Tardif, MP and parliamentary assistant to the Solicitor General, Sherbrooke MP Irénée Pelletier, Sherbrooke Mayor Jean-Paul Pelletier and Jean-Guy Morin, Granby area parole manager.

"For many years Father Dandeneault has extended active care for the underprivileged of society," the citation states. "Not only did he assist inmates in his

• See page 4

Supervisors essential to staff safety

Third of a series

"Supervisors are management's point of contact with employees and inmates. They are therefore responsible for ensuring that all functions are performed properly... that is, safely," says Robert Boucher, Chief Occupational Health & Safety at NHQ.

"This means that the supervisor has to be thoroughly familiar with the jobs being done and ensure that safe procedures are followed," he adds.

How does a supervisor accomplish this important task?

This is done through prevention by:

- very important — immediately investigating all lost time, all accidents and all near-accidents on the Accident Investigation Report (T.B. 330-10)
- maintaining first aid kits and record books in their areas
- ensuring all employees and inmates use protective equipment and clothing
- maintaining a safety-conscious attitude
- enforcing all safety rules and regulations
- very important — immediately investigating all lost time, all accidents and all near-accidents on the Accident Investigation Report (T.B. 330-10)
- maintaining first aid kits and record books in their areas

The responsibility for safety is now being placed in each supervisor's job description since it is an important responsibility and will be part of their performance appraisal in the future.

"It is you, the supervisor, who prevents accidents," Boucher says.

The supervisor should not be left alone to fulfill this responsibility but must have the full support of all levels of management, he notes.

"Management bears a heavy responsibility for safety. All managers must be actively engaged in the safety program, since the attitude of management sets the tone and gives the example of safety consciousness.

Pacific staff, CACs, and managers print news

CSC has three new publications just off the presses — *Interaction*, a national management newsletter; *Citizen Action*, a newsletter for Citizens' Advisory Committee members, and *Pacific Region's News Briefs*, a tabloid for staff.

The first edition of *Interaction* was scheduled for April 7. A bilingual, four-page newsletter, it will be printed twice a month on the 7th and 21st — opposite weeks to *Let's Talk*, the national staff tabloid. It will be distributed to managers, supervisors — and staff if you want it — at NHQ and in the Regions. *Interaction* is part of a strategy to provide a new dialogue between management and staff.

• See page 4.

"She was really fantastic," Sask Farm staff recall

PRAIRIES — Sask Farm staff were saddened recently to lose one of their prize dairy cows, Black Star — Denise. She was 12.

What a cow! And what a set of records! Denise was born at the farm Jan. 28, 1971 and by the time of her death had produced 99,600 litres of milk. At today's prices, that was worth \$76,000. In her prime, she had produced as much as 52 litres per day.

Saskatchewan Farm's Cliff Moore said Denise was a "favorite"

at the farm, and "was due to become a celebrity later this year when she would have reached a record life-time production of 100,000 litres of milk. That would have earned her a gold ribbon from the Canadian Holstein-Friesian Association for Dairy Cattle — Canada's highest award for a cow."

Sask Farm is one of the largest and most diversified CSC's five farm operations. Its 1983-84 produce value is expected to amount to \$2 million.



Attending the recent security managers meeting in Kingston, left to right: Prairies Regional Manager of Security, Dan Rooney; Deputy Commissioner of Security Marcel Sauvé; Quebec Regional Manager of Security, Gerald Marineau; Howard Mansfield, director of inmate population management at NHQ; Dragon Cernetic, Pacific regional manager of security; Frank Purvis, then acting director of operational security and chief security operations at NHQ; Regional Manager of Security, Atlantic, Dan Ferguson, and; Ontario Regional Manager of Security, Ross Duff.

Security meeting

Charter of Rights and Freedoms

ONTARIO — Canada's new *Charter of Rights and Freedoms* was one of the major topics of discussion at the quarterly meeting of senior security managers in Kingston Feb. 8-10.

The new charter's potential impact on CSC policies, particularly with regard to dangerous inmates, has already been studied. While some problems may arise, those possible problem areas are being addressed, Security Deputy Commissioner Marcel Sauvé explained to the five regional managers of security, and other senior NHQ security personnel attending.

Deputy Commissioner Sauvé noted he follows three very basic rules when dealing with inmates, including those in Special Handling Units: "Be fair, firm and consistent."

Also discussed were topics ranging from the current restraint program, recent major incidents, post analysis, crisis management training and status reports arising from last year's national conference. Formal agenda items were supplemented by participants exchanging views on problems and solutions in their regions. These discussions went on well into the evening, long after the briefcases and scratch pads had been put away.



Father Bruno Dandeneault

Feedback shows stress program worthwhile

In the last edition of Let's Talk, we outlined a successful weekend seminar on dealing with stress, held for CSC staff in Moncton Feb. 11-13. A total of 82 couples and their children participated. We promised to share some of the feedback, and are grateful to Atlantic Communications Clerk Francine Phillips for sending it to us:

"My wife and I would like to express our appreciation to all the people responsible for the organization of this last seminar. It was the best of the two we attended. I would strongly suggest that Dr. (Douglas) Archibald be approached again to address the seminar. He certainly impressed me with his information, sincerity and personal approach to family problems and family life. . . . We have now started a group process to help CSC families deal with stress and family life. I urge that all concerned make every effort to see that this process continues."

G.V. Helm
Westmorland Institution

"The Focus of the Family" stress seminar was terrific! It was the first one for me, and I hope to be considered for future weekends. The organization of the entire weekend was excellent and, in my opinion, future seminars should be similar. My first recommendation would be to have Rev. (Pierre) Allard as chairman again. He had a difficult job, especially considering the weather conditions, and he carried it off beautifully."

"Another highlight of the weekend, and one that should be repeated is Dr. (Douglas) Archibald's presence. I'd also love to see more of Dr. James Dobson's films if they're available. . . . My only negative comment would be that we didn't have enough time with the children, but they enjoyed themselves anyway and I would like to extend my appreciation to the people who entertained and cared for them."

"My family and I came home a little richer in mind, spirit and awareness."

Rebecca Jury
Industries Clerk
Springhill Institution

"I have worked in the Correctional Service for 10 years and during that time I have had many different courses offered by CSC. I enjoyed the courses, however, I cannot express to you how much I personally received from the lectures and films (at the stress seminar). Everyone attending had different stress situations to cope with and somehow the program reached out to most of us."

Mary Dee Schaschl
Springhill Institution

"My wife and I took part in the activities coordinated by Rev. Pierre Allard and his committee and very much enjoyed the full program provided for us. I've been in CSC for 20 years and this was the first time my wife had an opportunity to participate with me in an activity connected with my work. . . . I congratulate the organizers for a job well done."

K.L. MacLeod
S.T.O.
Springhill Institution

"My wife Judy and I wish to express our appreciation at being accepted to attend the Special Weekend. . . . We found Dr. (Douglas) Archibald's speech excellent as well as the films with Dr. (James) Dobson. Their ideas and thoughts made us think and realize how our lives have changed since we were married and started a family and the reasons behind these changes. Their thoughts and ideas are sure to benefit us in the years to come."

Charlie Tooke
Personnel Office
Springhill Institution

"The only negative aspect of the entire weekend that I encountered was the pace. I realize that to pack all sessions into two days is a difficult task. . . . (It was) an excellent way for staff members to meet without the stress of the job and an excellent way for employees of various departments to inter-relate. It encourages a bond between staff members and a sense of brotherhood, which is often lost on the job. . . . The sessions themselves are very informative and the films by Dr. (James) Dobson were excellent at giving individuals not only insight into the structure of the family unit but also themselves. . . .

The system of writing questions out on an index card and handing it in to be dealt with at the next session is an excellent idea for those who are perhaps shy or have difficulty expressing themselves verbally."

Scott Daniels
Security Division
Dorchester Institution

Move over 'teach,' here's the computer

Let's Talk reprints the following light-hearted article on the computer with the permission of Communication World, a newsletter published by the International Association of Business Communicators. We will be printing brief, understandable articles on the use of the computer in corrections from time to time in future editions.

By Don Fabun

If you don't know what a snurk is, it's just because you're not keeping up with things the way you used to.

To fill that gap right now, a snurk is educational jargon for words that sneak and lurk in their spelling and do not look like they sound; things like dziggettai, rheumy, klepht and psephetic, to use a few words in every scrabble player's vocabulary. A snurk resists the usual spelling rules and has to be memorized, a painful process that is a leading cause of school dropouts.

Still, when you consider that computers have fool-proof, virtually limitless memories, you may wonder why anyone should be taught to memorize anything anymore. Why not let the teaching machines do the remembering and let humans concentrate on learning processes and relationships; the art of thinking?

A second generation of CAT (Computer Assisted Teaching) and CAL (Computer Assisted Learning) machines is now on the market. Teaching is something you do to others; learning is what you do for yourself. They are called second generation because there was a first generation of teaching machines about 20 years ago. It flunked out.

Despite the expenditure of millions of dollars on them, the teaching machines failed. Trouble was, the money was spent mostly on the hardware of the machines and not enough on the software — the step-by-step instructions.

One observer commented, "it (the teaching machine) was like a book with fancy covers, but with empty, uninteresting or downright foolish pages inside."

So teaching machines got a bad reputation until, in the 1970s, advances in microchip electronic technology made relatively cheap, responsive and high capacity teaching machines available. With less money going into the hardware, more could go into the programs.

From the teachers' standpoint, the machines can relieve them of much of the tedium and routine of classroom work, presumably leaving them free to spend more time helping slow learners (or gifted ones). At least it gives them more time to work on their doctorates. The teachers also have to consider that if they don't use the machines in their classrooms, the kids will use them at home under parental guidance and then there wouldn't be any need for teachers.

Arthur C. Clarke, author of "A Space Odyssey 2001," predicts in his new book "Electronic Scholar" that "The Electronic Scholar will spread across the planet as swiftly as did the transistor radio, with even more momentous consequences. There will be myriads of 'invisible colleges' working through a global and electronic network of computers and satellite links."

Computer-assisted learning for inmates to be tested in four CSC institutions this summer

"We think computers have a lot of potential for teaching inmates," says Dr. Doug Griffin, chief of academic education at NHQ. "We have two approaches we're interested in: using computers for computer-assisted learning (CAL) to teach math and language, and training inmates to use computers. We have chosen two sources of CAL courses for their superior quality — OISE in Toronto and COM-PRIS in Ottawa and we'll be trying these new systems in a pilot project to be carried out in four institutions — Springhill, Leclerc, Warkworth and Stony Mountain. Teachers," says Griffin, "are often suspicious of computer-assisted learning, fearing it will downgrade their importance." Not true. In fact, Griffin points out, teachers in provincial schools have found their workload increased because they are able to give more time to assisting individual students." Let's Talk will report on the pilot when it goes into operation in early summer.

St. Leonard's receives grant for woodworking equipment

ONTARIO — Justice Minister Mark MacGuigan announced Jan. 21 that St. Leonard's Society of Brant will receive a total of \$12,000 from the federal government's Skills Growth Fund to purchase woodworking machinery for its wood fabrication plant in Brantford.

The society's employment program provides an organized employment referral placement and monitoring service for all types of parolees released to the Brantford community.

St. Leonard's Society is a private, non-profit organization that assists offenders with the transition from correctional institutions into the community.

Residents of the halfway house undertake training in such skill areas as welding, machine shop, wood-

working, plumbing, electrical, auto-mechanics and a variety of other skills that will lead to employment.

In making the announcement on behalf of Employment Minister Lloyd Axworthy, MacGuigan said he is pleased that residents of St. Leonard's will have the opportunity to make a contribution to society through job skills and employment opportunities.

The Skills Growth Fund was established by the National Training Act last August to improve the capacity of Canadian training institutions to train workers for national occupations and to meet the training needs of special groups such as the disabled. A total of \$98 million is available nationally for the fiscal years 1982-3 and 1983-4.

Public and private sector cooperation in corrections

U.S. paper

A paper delivered to the (U.S.) National Institute of Justice in Nashville, Tennessee Jan. 9 calls for greater sharing of both responsibility and authority for corrections between the public and private sectors as a way of fighting crime.

The paper, by R.T. Mulcrone, general manager of City Venture Corporation of Minneapolis, Minnesota, declares the U.S. response to fighting crime "thus far has been largely ineffectual" in spite of billions of dollars spent on a search for solutions.

Mulcrone notes that "the toughest and most expensive response, namely incarceration, has now resulted in every jail and prison being filled to overflowing. If all of those incarcerated people were to magically arrive in the same place, they would comprise America's nineteenth largest city."

"Not only would that city be costly — all of its inhabitants would be fed, clothed and educated at public cost — but it would be abnormal also because its population would be disproportionately black, poor, illiterate, unskilled and idle," he says.

"It is working"

He says the private sector could "significantly impact" on crime by entering partnerships with the prison administrations to bring education, training, jobs, life-coping skills and normalization to prisoners. "It is working in Minnesota, Kansas, Utah and Arizona," he adds.

Minnesota has joined with Control Data Corporation in the "Fair Break Program" at Stillwater Prison, for example. The best in computer-based training and education is given the prisoners while at the same time jobs are provided through a contract between Magnetic Peripherals, Inc. and the Minnesota Commissioner of Corrections.

"Amazingly, the highest quality of the assembly of that product anywhere in the world takes place in that prison," he says.

Self-help programs

Control Data, he adds, has pioneered self-help programs in prison, designed pre-release programs, and developed a unique transportation project to provide cars for parolees.

"The public sector is being relieved of a financial albatross while the private sector provides a needed service at a reasonable profit," he says.

Control Data — the major stockholder of City Venture Corporation — "is prepared to carry the private sector involvement to its fullest conclusion, namely, to operate a prison system," he says.

"Maybe the public won't allow prisons to be anything other than places of despair and punishment. If so, they act against their own self-interest," he adds.

"Maybe unions won't allow jobs to go into prison. If so, they will be abandoning many of their brothers since many of those incarcerated have been laborers in the past."

"Another transfer coast to coast and back again"

Cooperation, high security behind the scenes

The following description of long-distance prisoner transport in Canada was based on an article submitted by Bev Pearl. Transport Canada and verified by CSC's chief of inmate movement control, John Lavoie.

High security, low profile. This describes prisoners travelling in Canada.

Behind the scenes, a host of government agencies have cooperated before an inmate transfer takes place over long distances.

The policy originates with the Solicitor General's office at the provincial or federal level, depending on the agency conducting the transfer. It usually means the

respective government pays the prisoner's fare.

Corrections agencies, police, Transport Canada airport security and several airlines may all cooperate in making the arrangements for a prisoner move, depending on the distances, timing or costs involved.

Large groups of inmates, or inmates from maximum security considered dangerous, may be moved across the country on a charter flight or RCMP aircraft. There is provision for the Commissioner to call upon Department of National Defence transport in special circumstances.

John Lavoie, chief inmate movement control at NHQ, notes that inmates from our minimum and

medium security institutions who aren't considered dangerous often travel on commercial flights. They're always accompanied by at least one correctional officer.

Institution or law enforcement personnel advise the airline and airport manager in advance that an inmate will be taken on the flight. The carrier then advises the crew.

Jack Harrington, Transport Canada's Ontario regional supervisor of policing and security, recommends prisoners under escort be kept as inconspicuous as possible so as not to alarm other passengers.

Lavoie confirms CSC follows a low-profile policy when commercial flights are involved — which could be during an airline's peak periods.

He says CSC officers often take the prisoner through the RCMP airport office — all major airports have them — instead of marching the handcuffed person through the screening area with everyone else. As well, he is usually boarded early, and located near the back of the plane.

Harrington stresses that prisoners must not be handcuffed to any part of the plane, but instead to their escorts. This is in case a crash emergency during the trip requires evacuation from the plane.

On commercial flights, inmates may be flown into Toronto and taken by car or bus the rest of the way to Kingston or Millhaven. Smaller aircraft chartered by CSC or RCMP flights can land at Kingston airport.

Transport arrangements between regions are authorized by the sending regional headquarters, and tracked by population movement staff at NHQ.



Charter aircraft and CSC officers at Kingston.

Ontario RMC sits in on transfer

Ontario RMC Dennis Curtis recently "sat in" on a transfer. Here is his account.

Norman Rogers Airport, Kingston

The airport is used mainly for small aircraft but at least once a month, a twin-engine, 56-passenger Convair 440 touches down at the end of the first leg of a cross-country transfer of inmates. At 7 a.m. Feb. 15 Pacific Time, the Cariboo Airlines charter aircraft left Abbotsford with 20 inmates and 26 officers and crew. After a long flight — with stops in Edmonton, Prince Albert and Winnipeg to drop off, or pick up inmates — the craft touched down in Kingston at 10:10 p.m. EST.

The following morning this writer joins the travellers for the eastern leg of the journey to Moncton, via Mirabel. The Pacific Region officers have been replaced by 20 Ontario Region staff escorting 15 inmates. Airport manager Al Flowers is getting used to handling transfer flights. He is often called on to stay at his phone well into the night waiting for late arrivals, enjoys a very good relationship with RHQ security staff, and is always ready to offer advice and assistance.

On to Mirabel

At 10 a.m. sharp, the Pratt and Whitney engines roar into life. We're on our way to the large Mirabel International Airport, north of Montreal. Captain Peter Scheiwiller and Co-Captain Don Jorgensen are the pilots. Peter, who is Swiss, has piloted at least 30 of these transfers. He has experienced very few problems and has many words of praise for escorting officers — whom he considers most professional and competent. "I can concentrate on flying the aircraft," he said, "because I have a great deal of confidence in those guys in uniform." Peter was with the Swiss Airforce before coming to Canada and has been with Cariboo since 1977. Norwegian Don Jorgensen is co-captain on this flight and also holds engineering papers. He too was very impressed with CSC staff and has flown on about 20 cross-country transfers. He confessed, however, to being quite nervous on his first trip and in fact flew half way across Canada before he dared walk through the cabin to visit the washroom.

The flight to Mirabel was quite uneventful, with each inmate handcuffed and shackled and sitting in the inside seat next to his escort. Millhaven CX6 Mike Marsland was the officer in charge and sat in the rear facing seat at the front of the aircraft, puffing his pipe and keeping a watchful eye on the other passengers. The familiar green and white vehicles were waiting for us at the huge, deserted Mirabel Airport and after a 15-minute stop and exchange of inmates we were off to Moncton. Lunch was served by airline mechanic apprentice and steward Randy Cochrane — no stewardesses on this trip! We flew to Moncton at 11,000 feet in brilliant sunshine and arrived at 1 p.m. — 30 minutes ahead of schedule. After more inmate exchanges and a quick fill-up — 2,500 litres for about \$1,500 — we were on our way back home with another quick stop at Mirabel. We arrived in Kingston at 5:40 p.m. and the buses were waiting to take the staff and 20 inmates off to various institutions in the Kingston area.

The following morning, with officers from the West back on board, the big Convair took off again, heading back to B.C. By that evening, another cross-country transfer had been completed without incident thanks to all concerned, from headquarters staff to aircrew, but particularly to the guys in uniform who do a very cool, professional job.



KNUCKLES GETS A TRANSFER
By Harold Paquette

"Our strength is people"

Ontario Regional Messenger, Jim Thomson

"The most friendly crowd I've ever met." That's the first thing that struck Regional Messenger Jim Thomson about CSC when he came to work at Ontario RHQ eight years ago, after working his way up for 12 years in the Brinks Company. He still carries a lot of paper, "more and more every day," he says. Jim was never held up while at Brinks, but during the late 1950s, working as a Toronto bank clerk, he looked up and found himself staring into the wrong end of a gun, held by the infamous bank robber Alonzo Boyd! After handing over \$10,000 he decided to move back to Kingston where he's been ever since. He enjoys wearing the new drivers' uniform, and is well known as Ontario Region's five-time representative in the National Shoot. A sharpshooter and certified weapons instructor, he's very much involved in the Frontenac Rifle and Pistol Club.



Jim Thomson: a five-time representative in the National Shoot

Maureen Blackler, parole officer

Maureen Blackler began with CSC in a clerical position at Kingston Penitentiary in 1974. She returned to university and came back to the Service as a Case Management Officer in 1980, again at Kingston Penitentiary. Last year she began working at the Moncton District Office, enjoying the variety of duties she has. "I prefer the personal contact and community work, which really keeps me going," she says.



Maureen Blackler

Know a CSC staffer in your area who deserves recognition here? Call us at:

995-3031

LET'S TALK

Let's Talk is a tabloid for staff of The Correctional Service of Canada, published twice a month by the Communications Branch, 340 Laurier Avenue West, Ottawa, Ontario, K1A 0P9, Tel: 995-3031. We

welcome your contributions, letters and articles. Send them to your Regional Manager, Communications and in Ottawa to the editor:

Rick Blanchard

Erik Gustafsson
Staff Photographer

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BRIEFLY

Loan program for university courses studied

Solicitor General **Bob Kaplan** told a Vancouver group Mar. 10 he is working on a government-sponsored student loan program to assist inmates with university-level studies. University courses of an academic nature are being cut with the expiry of contracts at the end of March and July. About 230 inmate-students at the post-secondary level are affected by the financial restraint measure.

Double bunking count

At the end of January, a total of 155 cells housed two inmates each in CSC. Regions have been asked to try and limit the "double bunking" in their institutions to new inmates.

Women decisive as police officers

University of Manitoba criminologist **Rick Linden** has found women police officers take the same decisive action as men police officers when faced with danger or violent situations. Linden's research concluded women perform the job well, although women may not be exactly the same as men in all aspects of police work — women were not always as assertive on duty, he found. The study was at the request of the Vancouver city police department and the RCMP's Lower Mainland, B.C. Division, and looked at the performance of 80 policewomen. He also concluded Canadian police forces should hire more women.



Thea Tidman, Kingston Heritage Fund secretary, receives \$200 cheque from CSC parole representative Alan Wilkinson.

Parole staff raise \$200 for fund

Parole officer **Alan Wilkinson** canvassed Kingston area parole office and Eastern Ontario district office recently and met staff generosity to the tune of \$200 — for presentation to the Kingston Heritage Job Fund. The organization assists others in the community who aren't eligible for welfare or unemployment insurance benefits.

National Chaplains conference planned

CSC's Director of Chaplaincy, **Rev. Murray Tardiff** reports plans are in the works for a gathering of all full- and part-time chaplains working in CSC later this year. Tentative plans call for an Oct. 16-20 meeting in Ottawa.

Chaplaincy fills 17 posts

Filling 18 vacancies in any line of work requires some providence, but the long process of filling that number of posts in the Chaplaincy is now nearing completion. CSC Director of Chaplaincy, **Rev. Murray Tardiff** notes 17 of the 18 vacancies declared last November now have a chaplain, many of whom were confirmed in positions in which they were already ministering.

Rev. Tardiff notes the appointments in effect implement a Memorandum of Understanding between CSC and the Interfaith Committee on Chaplaincy, signed in January 1982.

"We look forward to serving with them and to experience what they can add to our ministry," he says.

CSC welcomes, from west to east:

- * **Fr Paul Thompson** — Mountain and Kent — Feb. 15
- * **Fr Agnelo Pinto** — Mission and Ferndale — Mar. 1
- * **The Rev'd Arne Jensen** — Mountain and Kent — Mar. 1
- * **The Rev'd Orville Andres** — Sask Pen — April 1
- * **The Rev'd Louis Pellissier** — Stony Mountain — April 15
- * **Fr Jim Wilson** — Warkworth — April 1
- * **The Rev'd Bill White** — Warkworth — April 1
- * **The Rev'd Nelson Trafford** — Collins Bay — April 1
- * **Fr Al Meloche** — Collins Bay — April 1
- * **The Rev'd John Downs** — Prison for Women — April 1
- * **Fr Jim Esper** — Joyceville — April 1
- * **Rév Père Alain Monpas** — Laval — April 1
- * **Fr Champlain Barrette** — Ste-Anne-des-Plaines — April 1
- * **Fr Robert Lapointe** — Archambault — April 1
- * **The Rev'd Jean-Paul Chiasson** — Montée St-François — April 1
- * **The Rev'd Murray Tipping** — Archambault — April 1
- * **Sister Gloria Boudreau** — Dorchester — April 1

By mid-March, one Roman Catholic chaplaincy position remained open, for Matsqui institution.

Rev Tardiff adds CSC and the Church owe a deep debt of gratitude to a number of chaplains who have served in prison ministry but who won't be continuing full-time after April 1. We thank **The Rev'd Ray Murrin**, **Fr Richard Peedle**, **Captain Harry Hickson**, **Fr Richard Hanley**, **Major Lewis Ashwell**, **Fr John Tritschler**, **The Rev'd Herb Klassen**, **Fr Casimir Przybylski** and **The Rev'd Clarence Epp**.

CSC field staff salaries compared to counterparts

The accompanying table compares salaries of CSC-field staff and managers with U.S. corrections counterparts.

Let's Talk presents this as general information as a result of receiving the American Correctional Association's *Correctional Personnel Compensation and Benefits — Salary and Related Information* publication, and a table comparing CSC salaries with earnings by industrial blue collar workers.

CSC staff, while noting all table figures are expressed in Canadian dollars, should remember the U.S. state corrections systems can vary greatly from our own in terms of benefits and training. As well, although the Canadian salaries appear higher, even with conversion of U.S. dollars to Canadian, the cost of living in many U.S. states is significantly lower than, say, Ontario or British Columbia.

It must also be noted that the U.S. survey numbers are "average range" figures. For example, a U.S. director of education's average salary range was \$23,467 - \$33,398 (U.S.). But this belies the "actual low" of \$15,034 or "actual high" of \$45,924, for that job, found in the survey of most U.S. corrections agencies.

In his summary of the survey, American Correctional Association Executive Director **Anthony Trivisono** notes that, given a poorer economy recently, "fewer agencies provided merit, longevity, and cost of living increases. There were, however, more agencies that authorized educational incentives. This may be indicative of a growing trend towards professionalizing the field as called for within American Correctional Association standards."

Salaries in corrections compared for 1982 in Canadian dollars

| | CSC* 1 | U.S. State (Adult)* 2 | Industry* 3 |
|----------------------------|------------------------------------|---|---|
| Warden | \$ 35,002-\$ 57,550 (PM5 — EX1) | \$ 31,605-\$ 43,697 (Warden 1) | |
| Senior Officer | \$ 24,700-\$ 28,675 (CX-COF4) | \$ 20,927-\$ 28,275 (Corr Off 4) | |
| Corr. Officer | \$ 21,154-\$ 26,688 (CX-COF2) | \$ 17,231-\$ 22,627 (Corr Off 2) | \$ 20,467 (Blue collar workers in manufacturing work such as auto, forest and textile industries.) |
| Jr. Corr. Officer | \$ 20,508-\$ 26,042 (CX-COF1) | \$ 16,827-\$ 21,755 (Corr. Off 1) | |
| Snr. Parole Officer | \$ 29,805-\$ 48,246 (WP4-WP6) | \$ 28,030-\$ 37,693 (Chief Parole Off) | |
| Parole Officer | \$ 26,386-\$ 29,678 (WP3) | \$ 18,614-\$ 25,513 (Parole Off 1) | |

*1 From Collective Bargaining Agreements effective Dec. 1, 1982

*2 *Correctional Personnel Compensation & Benefits, Salary and Related Information 1982*, American Correctional Association, 4321 Hartwick Rd., Suite L-208, College Park, Maryland 20740; 36 pages. Figures give an "average range" for each position surveyed in adult correctional departments in six ACA regions covering continental U.S. Figures converted to Canadian dollars at the exchange rate of \$ 1.22 Cdn.

*3 CSC Parliamentary Relations Office, based on statistics from Statistics Canada, Employment Section; refers to average, actual earnings of non-professional, non-management employees and includes overtime.



First edition of Pacific Region's *News Briefs*.

CITATION

• From page 1

various roles as Sherbrooke Prison's chaplain, co-founder of the La Traverse community residential centre, and member of the Citizens' Advisory Committee, he also devoted time to the poor and Asian refugees. His exceptional generosity, his admirable self-dedication and constant efforts towards working for better social justice deserves full recognition of him by The Correctional Service of Canada."

Three newsletters begin publication

• From page 1

Staff attitude surveys conducted recently by the International Association of Business Communicators in Canada, the U.S. and Britain, showed that staff in large organizations want to hear information on policy from their direct supervisors. This seems obvious — until the survey discovered that employees heard most of their information from the grapevine!

To correct this, *Interaction* will focus on briefing managers and supervisors on new projects and policies which they will be asked to pass on to staff in regular staff meetings. Each briefing in *Interaction* will carry the name of a contact person and a phone number so managers and staff can obtain further information. *Interaction's* phone number is, Ottawa, 995-3031 and 995-7647.

Pacific Region staff and Citizens' Advisory Committee members across Canada each have their own newsletters this spring. *News Briefs* arrived here from Pacific Region Mar. 15 while the CAC's *Citizen Action* came off the press just in time for the national meeting of CAC members in Ottawa Mar. 17-19.

News Briefs will be published once every two months by Communications Division at Pacific RHQ. The unilingual, tabloid-size February/March edition contains lively short articles and regular columns.

News Briefs is being edited by **Jack Stewart** and **Eila Loughlin** at: Communications Division, The Correctional Service of Canada, P.O. Box 4500, Abbotsford, B.C., V2T 4M8, Telephone: 854-2535.

Citizen Action will appear quarterly to provide Citizens' Advisory Committee members with a means of sharing information on issues of concern to the 57 such committees across Canada. First press run for the bilingual, letter-size publication was 1,000 copies.

Future editions may be printed in institutions although the first issue was run on a commercial press in Ottawa. Editorial content is the responsibility of the five-member CAC national executive committee. Staff and others with story ideas or questions can contact **Louis Zeitoun**, CSC's director of citizen participation. *Citizen Action's* address and phone number are: Communications Branch, The Correctional Service of Canada, 3-340 Laurier Ave. West, Ottawa, Ontario K1A 0P9, (613) 992-2871

Another tragedy hits Archambault

Correctional Officer Serge Delorme, a dedicated officer who had joined CSC in 1976, was slain while on duty inside Archambault Institution Friday, April 22, *Let's Talk* learned just before press time. Serge, a CX-2, was 28. Commissioner Yeomans, on behalf of all staff of the Service, extended his deepest sympathy to Serge's wife, Monique, other members of the family, his colleagues and friends.

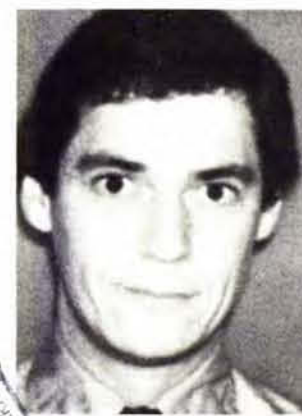
Archambault Institution, Ste-Anne-des-Plaines, Quebec, was the scene of three staff murders last summer. Correctional officers *Leandre Leblanc*, *David Van Den Abeele* and *Denis Rivard* were slain on duty Sunday, July 25, 1982.

Delorme was attacked by an inmate in the corridors of the industrial workshop area. He died shortly after

Serge Delorme killed

arrival at the hospital. Investigations into the incident are underway by the Quebec Provincial Police and CSC Inspector General *Al Wrenshall*.

Funeral services were conducted by Archambault Catholic Chaplain, *Abbé Robert Lapointe*, at Terrebonne Church at 10:30 a.m. April 26. The eulogy was read by a colleague, *Yvon Laporte*. Co-workers described Delorme as well liked and respected. "He was a jovial fellow. He would never abuse his authority. At work, he was a real professional," one colleague said.



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Vol. 8 No. 8
April 30, 1983



P4W Officers of the Year

CX-2 *Cecelia McGowan* (left) and *Dorothy Klassen*, supervisor of recreation were presented with the annual *Officers of the Year* awards by Commissioner *Yeomans*, in Kingston Mar. 16. A uniformed and non-uniformed officer are selected by ballot at the Prison each year. The 1983 *Officers of the Year* each have over 15 years experience. Commissioner *Yeomans* that day also presented the Commissioner's Citation for Bravery to Kingston Penitentiary's *Robert Charlton* and *James Couvell*.

Advisory Committees conference Longterm inmates on the increase

A significant proportion of inmates — 20 per cent — will be serving long-term sentences by the year 2001, *Jim Vantour*, chairman, Strategic Planning Committee, CSC, told the fifth annual conference of the Citizens' Advisory Committees March 17-19, in Ottawa. Thirty-six delegates attended from across the country.

Today there are 185 inmates, four of them women, serving 25 years before parole eligibility, as well as 595 serving second degree murder sentences ranging from 10 to 25 years before parole eligibility. "That's 444 more inmates than we had before the law was changed in

1976 trading off capital punishment for the 25-year sentence. In 2001 we expect to have 789 inmates serving the 25-year sentence with 1185 serving second degree murder sentences," said *Vantour*.

"We don't really know what problems we face with so many long-term inmates," he said. Studies on the subject are unclear. In fact, there's "no clear proof that long-term inmates are a problem for the good order of institutions. They currently represent only about 10% of the SHU population," he told delegates.

• See Page 4



Sister *Virginia Turner* (Atlantic), *John Raymond* (Pacific), Dr. *Jim Vantour*, and Father *Bill Irwin*, chairman of the National Executive Committee of Citizens' Advisory Committees, lead discussion on concerns about the long-term offender.

Success!

Edmonton Institution Health Care Centre wins 3-year accreditation

By *Les Shand*
Asst. Prairie RMC

PRAIRIES — Staff of the Health Care Centre at Edmonton Institution HAVE BEEN working for the past five years toward achieving one of the highest standards of health care recognized nationally and throughout the world. They have now reached that goal.

On February 1, 1983, the centre received formal accreditation from the Canadian Council of Hospital Accreditation (CCHA), successfully completing an evaluation of the health care centre's standards and services in comparison to some of the highest standards in North America.

The CCHA is a certification program carried out by representatives from the Canadian Hospital Association, the Canadian Medical Association, The Royal College of Physicians and Surgeons of Canada, the Canadian Nurses' Association and l'Association des Médecins de Langue Française du Canada. Its goal is to evaluate and upgrade the standards of health care throughout Canada.

Benchmark of quality

A voluntary program, CCHA accreditation is a benchmark of quality for hospital administrators and standards of health care delivery systems accepted right across Canada," states *Dennis Heward*, assistant warden of health care, Edmonton Institution.

Although already accredited to Commission on Accreditation for Corrections (ACA) standards, and described as one of the highlights of the institution, the challenge to meet CCHA requirements "was always the goal of the centre since day one," said *Heward*. "It was a pretty big risk for the centre to get into this process. It has been a lot of work, and five years commitment."

The centre had completed its first and most important step in the accreditation process with a formal evaluation in November, 1982. At that time Dr. *James Corbett*, the senior CCHA surveyor recommended a two-year accreditation rating rather than the normal one-year status.

Three-year status

The final decision however was to grant the centre a three-year rating, the highest level possible. *Heward*, obviously pleased with the rating, indicated that it usually takes an average hospital six to seven years to reach that level.

In the CCHA evaluation, the centre was compared to a regular hospital setting. *Heward* explained, "although the methods used to meet the standards may vary with the type and size of the hospital, the evaluation identifies the basic supporting elements of hospital life for which standards can be set. If we can't provide certain services at the institution we have to show that we utilize an accredited service of the quality that meets with that available to a community hospital."

Whole institution involved

There is a lot of pride in the care and service that staff of the centre provide. *Heward* adds the success of the health care centre reflects on the whole institution. "There wasn't a division that I didn't have to go to for support."

"I think the ACA accreditation process was a definite asset to us because it got the other departments groomed up for this. We certainly couldn't have done it without the good performance of the other departments. . . . So it wasn't just an accreditation for the health care centre although that might have been the focus. It was an accreditation for the whole institution."

Commands at four more institutions to change

Commissioner *Yeomans* has announced the appointment of new wardens for Matsqui and Stony Mountain institutions. *Wayne Scissons*, currently Warden of Mission Institution, moves over to that position at Matsqui, while Springhill Warden *Al Stevenson* has accepted the post at Stony Mountain.

Matsqui Institution Warden *Dev Dhillon* will assume a senior position at Pacific RHQ, while Stony Mountain Warden *Terry Sawatsky* is expected to begin full-time French language training, prior to taking up a full-time position in the Security Branch at NHQ.

Stevenson, warden at the medium-security Springhill Institution since 1980, joined CSC as a classification officer at Warkworth Institution in 1970.

Mission Warden *Wayne Scissons* joined the Service as a correctional officer at Kingston in 1967, and has held his current post since Jan. 7, 1982.

Effective dates of these appointments are being arranged by the respective regional deputy commissioners.

Appointments of the new wardens for Mission and Springhill institutions are yet to be announced.

The March 30 edition of *Let's Talk* announced upcoming change of commands for Warkworth, Collins Bay and Joyceville institutions.

Eileen Marchinko

Eileen Marchinko, a registered psychiatric nurse at Prairies Regional Psychiatric Centre in Saskatoon, was slain at home on March 30 at the age of 33.

Ms. Marchinko joined CSC in September, 1981.

Saskatoon City Police have laid charges in connection with the incident.



Correctional Service
Canada

Service correctionnel
Canada

Canada

New equipment introduces CSC's own data communications network

Terminals go to 'lightspeed'

Technical improvements to one of CSC's data communications systems this summer and fall will not only ease use of the computer for staff, it will also provide the backbone for the Service's own electronic communications network.

Staff using computer terminals in institutions, all RHQs, and soon in parole offices, will be able to transmit their data more quickly and accurately, and in greater amounts.

Operational information services (OIS), a division of the Policy, Planning and Administration Branch, expects the improvements to be made by the end of the year. Only terminals connecting to the CSC computer in Toronto are involved.

Computer work simplified

Unlike many changes to work routine brought about by the introduction of computer terminals to our operations, these changes are strictly technical, says **Bruce Woytiuk**, senior computer analyst at NHQ.

"It's not going to mean extra work for the computer user, in fact, it will simplify things," he says.

New devices — black boxes called multiplexers — will be installed at each operational level. They will enable the computer user to access data communications lines directly from the keyboard instead of having to rely on the telephone, an adapter called a modem, and the usually limited and slower telephone lines.

With the devices in place, high speed lines dedicated for CSC use will carry our data, taking over from the telephone lines, he notes.

At present, only NHQ has a high speed link to the main computer. Institutions and RHQs must phone the computer separately, which means costly long-distance charges and, consequently, limited-use restrictions.

High speed link

In April, a pair of two-metre-high boxes "with flashing lights" was installed at NHQ. A smaller version will go in each RHQ, during July and August, giving RHQs a high speed link to the main computer. By the end of the year, institutions will have a high speed link. In the meantime, institution staff will connect with the main computer via the RHQ, but over higher speed telephone lines.

Advantages include:

- Easier for staff to reach the main computer
- Technical troubleshooting can be done out of NHQ
- High speed lines send data four times faster
- Fixed communications costs
- As many as eight terminals per location can be in use

Network potential great

Woytiuk adds that the creation of this network, it becomes technically possible for other CSC computer systems, such as PARS, to join the network for data communications purposes.



Bruce Woytiuk, with switching equipment in background

Operate a VDT? Try an exercise

Three to four minutes can make a world of difference for video display terminal operators, says *Perspective*, a Canada Mortgage and Housing Corporation staff magazine.

While business and trade magazines promote the latest in hardware and software, the article points out, the human aspects of operating mini-computers and working in their environment are often missed.

"Regardless of technical improvements to equipment and aesthetic improvements to the environment, one fact remains: Working in front of video display terminals for long periods of time requires sustained concentration. Word processing operators are at the top of a list of office workers most likely to suffer eye strain, stress and fatigue."

Danielle Dupont-Devine, chief, word processing section at CMHC, looked at toning, warm-up and flexibility for an in-house program.

They are appropriate for people in office clothes, who don't exercise outside work regularly, and they are not embarrassing.

Danielle's program consists of:

- finger push-ups — the same as those used by concert pianists prior to a performance
- head rotation
- arm circles — small circles, forward and backward; medium circles, forward and backward; and; large circles, forward and backward.
- tricep stretch
- shoulder stretch
- calf stretch — single and double
- quadriceps stretch
- shrugging and breathing

The voluntary exercise sequence takes three to four minutes to perform, the article states. Operators using it try the sequence about four times a day.



Photos at right

Susan Schallée word processing operator at CSC Communications (NHQ), tries out (clockwise from top), finger push-ups, shoulder stretch, head rotation, quadriceps stretch and arm circles.

Cooking: It's a course with a future!

By Ray Lilly

ATLANTIC — Food Services Supervisor **Pat Watkins**, of Springhill Institution, believes training inmates in the cooking trades is a good idea — even in tough economic times. "Cooking courses give inmates training for a variety of real employment opportunities after incarceration, and the institutional kitchen operation also benefits by attracting better trained and better motivated workers", he says.

Other advantages of training in cooking include:

- It's useful in many related areas — cooks for offshore oil rigs, marine installations and tourism
- Jobs for cooks are available even in times of restraint
- Basic cooking training leads to five related futures — waiter, baker, cook, butcher, and bartender.
- Cooking is an indentured trade in Nova Scotia and apprenticeship hours can be earned in Springhill's kitchen.

With these facts in mind, Springhill Education and Training arranged for Instructor **Fred Briggs** to teach Block I theory of the cooking apprentice course to selected inmates November-December 1982. One hundred percent of inmates passed the course, their marks ranging from 69 to 74 percent. The graduates were presented with congratulations by Assistant Warden **Weldon Rideout**, Instructor Briggs, Dept. of Labour Cooking Consultant **Howard Forrest**, **Pat Watkins** and Assistant Acting Warden Education & Training **Ray Lilly**.

A sign of the course's success is that graduates want Block II theory as soon as possible to continue to pursue apprenticeship and a career in this field.

Let's get it straight!

Staff Awards Issue

We gave an incorrect telephone number for the Pacific Region staff awards program coordinator, **Eila Loughlin**, in our March 15, 1983 edition. Eila's telephone number is: (604) 854-2536.

Benefits to those receiving the *Commissioner's Citation for Bravery*, or *Meritorious Service* do not include a "lapel pin", but a distinctive metallic decoration to be worn on the uniform or formal dress for ceremonial occasions. The *Bravery* decoration is highlighted in red; *Meritorious Service* decorations are highlighted with green. If the recipient is a woman, the decoration is attached to a bow-shaped ribbon of the respective color.

Fewer staff than we said

Only six to 10 additional planning staff will be joining Atlantic RHQ to help make preparations for the new Renous Institution for a period of two to three years, not the 25 to 30 we reported in our March 30 edition in Briefly. We apologize for any subsequent misinformation or uncertainty this may have caused.

LET'S TALK

Let's Talk is a tabloid for staff of The Correctional Service of Canada, published twice a month by the Communications Branch, 340 Laurier Avenue West, Ottawa, Ontario, K1A 0P9, Tel: 995-3031. We

welcome your contributions, letters and articles. Send them to your Regional Manager, Communications and in Ottawa to the editor:

Rick Blanchard

Erik Gustafsson
Staff Photographer

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"Our strength is people"

Monique Prins, Mission living unit officer

Monique Prins has served as a living unit officer at the medium-security Mission Institution for the past two years. Asked what she enjoys most about her job in CSC, she replied, "I find the job quite interesting — there is never a dull moment. I like the interaction with the residents and the dynamics of the job — always having something to do with people."



Photo: Eila Loughlin

Monique Prins

Jean LeBlanc, Dorchester recreation officer



Jean LeBlanc

This year Jean LeBlanc was the nominee of the Moncton Jaycees for the Vanier Award, given to five outstanding young Canadians in honor of the late Governor General, Georges Vanier, for their service. Jean, 28, is

married and first came into the corrections field as a volunteer, giving shows on the sport of bodybuilding. He now works as a recreational officer in the institution, assisting inmates not only in bodybuilding, but in rebuilding their self-esteem and in controlling. Jean has also contributed his time and skills to the community at large, meriting recognition by the Jaycees. He was second runner-up at the World Bodybuilding Championship, held in Belgium last year and this spring is participating at shows in Moncton, Prince Edward Island and Florida, to "tune up the fine points."



Warkworth Institution's Larry Chrysler (left) and Bill Reid receive the Ontario Deputy Commissioner's Trophy on behalf of the team after finishing first at the Millhaven Hockey Tournament, Mar. 11.

Canadian Centre for Justice Statistics publishes report

Statistics Canada's Canadian Centre for Justice Statistics has published its third annual edition reporting key statistics for adult corrections in the provinces, territories and CSC.

Adult Correctional Services in Canada 1981-82 contains inmate and offender caseload figures, costs, various statistical tables, and other details on corrections in Canada.

This year's revised format includes presentation of much of the comparative data through the use of three-dimensional bar and pie graphs and maps of Canada showing provincial and territorial breakdowns. Organization charts provide an outline of the criminal justice system in Canada and various custodial services.

The priced publication (\$8.45 in Canada) can be ordered from: Publication Sales and Services, Statistics Canada, Ottawa, K1A 0V7.

CSC's free, pocket-size **Basic Facts About Corrections in Canada**, 1983 edition, will be available in mid-May to interested staff.

International exchange FBI gives workshops on crime

PRAIRIES — Police and correctional personnel in Saskatchewan recently had the opportunity to attend two workshops on crime presented by the U.S. Federal Bureau of Investigation.

The two-day workshops were sponsored jointly by CSC and the Canadian Association of Chiefs of Police and held in Regina and Prince Albert, Feb. 14-18. They focussed on sex offences, specific investigative and interrogation techniques, and on preparing offender profiles.

"Workshops were attended by 250 participants including RCMP, representatives from various city police forces, military police, provincial corrections and CSC, including penitentiary and parole staff," notes Jon Klaus, district parole director for Saskatchewan and a workshop coordinator.

Klaus adds, "This particular course was chosen for Saskatchewan because of its relevancy to corrections, and specifically, to the conversion of Saskatchewan Penitentiary to a protective custody institution in 1981."

Klaus hopes future joint training courses will cover topics such as hostage negotiations and stress management. "Although Canadian police forces also teach the same subjects and have the same expertise, the international exchange of



CSC Saskatchewan representatives at a reception for two FBI instructors: (Front row): Warden Jim O'Sullivan, Saskatoon Parole Area Manager Gerry Thompson and, Saskatchewan Parole District Director Jon Klaus. (Back row): Sask. Farm Superintendent Knute Hemstad, Special Agent Peter Welsh, Special Agent Brent Warberg and, Prince Albert Parole Area Manager Daryl Smith.

ideas is useful. . . . Although this type of exchange is certainly not new to police forces, it was the first time for CSC in Saskatchewan to organize and partake in the training," he adds.

Prairies Regional Executive Officer Paul Oleniuk, in addressing a workshop reception held at the RCMP Academy in Regina, said, "such joint training efforts make good economic sense, particularly in times of restraint." Oleniuk pointed to similar ventures, such as having the Calgary City Police train CSC (Prairies) Emergency Response Teams. "I hope this workshop is only the first of similar

CACP/CSC ventures utilizing the CSC/RCMP/FBI/city police forces where training needs of these agencies are similar."

Representing the FBI were Special Agents Brent Warberg of Billings, Montana and Peter Welsh, of Pocatello, Idaho. Warberg, an 18-year veteran, is an FBI instructor in hostage negotiations, sex crimes, and police officers stress. He is also a member of the FBI SWAT (special weapons and tactics) team. Special Agent Welsh, also a SWAT team member, is a 15-year FBI veteran and a police instructor for the past 10 years.



Jean-Guy Morin, Granby parole office, Carole Fortin, superintendent La Traversie CRC and Father Bruno Dandenault.

Police asked to consult on names

Local police agencies are being asked to consult first with CSC before they release names of hostages in an incident at a penitentiary, notes John Braithwaite, deputy commissioner of communications. Our media relations policy has also been given to the same agencies.

In an ideal situation, names of hostages would not be released during or after an incident until all staff involved have been de-briefed, the deputy commissioner says.

It is CSC policy, as stated in the **Media Relations Handbook**, to release the names of hostages when appropriate.

However, as recent incidents have indicated, the timing of this release of information is of major consideration.

Two correctional officers taken hostage by an escaped inmate last year felt the effects of media attention. The police department had released their names to the media soon after the incident and, as a result, they received several telephone calls at their homes from area news media. They felt this badgering was untimely and harassing.

Health and safety discussed

The Canadian Centre for Occupational Health and Safety will host the 10th World Congress on the Prevention of Occupational Accidents and Diseases, in Ottawa-Hull, May 8-13. The centre is cooperating with the International Labour Office and the International Social Security Association.

Inmates week in Townships

by Gaston Pelletier
Quebec RMC

QUEBEC — Organizers of the regional inmates' week in the Eastern Townships note the week was placed "under the sign of social reconciliation."

Inmates' week is an annual event bringing together people from almost every field of the criminal justice system. Inmates of both federal and provincial institutions and victims of various offences were among those participating in the week, held Mar. 6-13.

Father Bruno Dandenault, inmates' week president, says organizers this year chose the social reconciliation theme to help reconcile the inmate with society and his past. "In my opinion, the inmate is someone who has trouble accepting his past. To reconcile himself with this past, he needs to have a good relationship with people in the outside society; he needs a reunion," he says.

Inmates' week is not a spontaneous event with non-existent roots, notes Jean-Guy Morin, responsible for Granby parole office. "It is the crowning achievement of hard work at the base," adds Carole Fortin, superintendent of La Traversie community residential

centre in Sherbrooke.

Since the previous June, a 20-person committee of interveners organizing inmates' week has overseen a multitude of meetings between inmates and groups such as students and employers.

About 1,000 students visit the provincial prison in Sherbrooke annually, including 500 to 700 visiting during inmates' week. The work of the interveners is paying off. "Even on hot-line shows, we can definitely feel an upgrading of the debate," says Father Dandenault. "The population is more receptive."

"We find the same phenomenon with the employers who participate," adds Mrs. Fortin. "At least 70 per cent of our clients found a job despite the difficult economic situation, which is a good sign."

Regional inmates' week is subsidized by the Social Rehabilitation Services Association of Quebec, which is funded by the Ministry of the Solicitor General of Canada. About 500 persons gathered for a closing dinner at Sherbrooke University, including Commissioner Donald Yeomans, Alain Tardif, parliamentary secretary to the Solicitor General, and Jean-Paul Dugas, regional deputy commissioner.

Corrections and parole in California

By Norman Malo,
Community Case Management
Officer

QUEBEC — Last year Norman Malo spent nine days observing at the Los Angeles County of Probation and Parole and Community Services, Long Beach office. Here's a general overview he sent to *Let's Talk*.

Probation

The California system is divided into five sectors: probation for young people and for adults, parole administered by the state, and parole and probation administered by the federal government.

The most densely populated state in the U.S. with 24 million inhabitants, California has an independent probation system for each of its 58 counties with each county responsible for the management and financing of these systems. Working conditions, type of reports, programs, etc. can vary from one county to another so a probation officer working for a county office can't plan on a lateral transfer. He has to start all over again with a pre-screening process,

interviews, competitions, and accept loss of seniority and privileges if he wants to be transferred.

The county (there are 58 of them) is somewhat of a super-structure and each has its own budget and is responsible for various programs such as probation, the sheriff's office, the municipal court, the county's prisons, etc. Some counties have more than 100 departments. Los Angeles county, in 1978, had more than 52,000 staff members!

Los Angeles

The Los Angeles county probation office is one of the most important systems in the world in this field. According to official figures in 1980, there were 3,800 staff members, with half assigned to professional duties. The county is responsible for 50,000 adults, 17,000 young offenders, 14 rehabilitation centres and three detention homes for young offenders. Their budget is simply phenomenal. In fact, in the summer of 1981, more than 500 officers' jobs were cancelled and the Long Beach office lost more than 50 per



Golden Gate Bridge, San Francisco, California

cent of its staff. The caseload of a probation officer was set at 300 adults and 150 young offenders and their duties are the same as those for Canadian parole officers.

Parole

Parole administered by the state is very different since it's a uniform system throughout California. Staff selection, the format of reports, working conditions, the division of tasks and the operation of programs is standard.

The parole and community services division of the correctional service, is divided into four administrative regions with 400 parole officers and about 15,000 parolees. Head office is in Sacramento, the state capital. The caseload varies between 60 to 70 cases and the budget at the Parole Division is about \$30 million with a \$420 million for the entire Correctional Service in California.

The correctional division has 12

state prisons, 24 minimum security camps and 41 community correctional centres where the inmate is transferred 60 to 90 days before its parole.

Average population: 2,200

During 1981-1982, the Correctional System of California increased its prison population by 12 per cent, the highest increase in the entire correctional history of California. The least densely populated state prison is a Prison for Women called Frontera with 985 inmates. The highest inmate count is at Soledad State Prison, which, at the end of 1981, had 3,670 inmates. The average state prison population is more than 2,200. Several of these institutions have a severe problem with over-population! For example, Vacaville, a prison built to accommodate 1,959 inmates, had 2,405 inmates by the end of 1981.

With the creation of the "deter-

mined" sentence in January 1977, the parole officer's production of reports was restricted to a minimum. As soon as the inmate is admitted to the state prison he is informed of his parole date which becomes effective as soon as three quarters of his sentence is served. The inmate will then obtain parole for three years independent of the time left to serve. Surveillance may range from once a week to once every three months. If after eleven months there have been no problems parole will terminate. At no time during this period does the parole officer submit information to the Board. Only a short report following a suspension, or the report for the termination of parole is required.

The parole officer's task is made easier because there is a minimum of reports to do and the possibility, after three months surveillance, of broadening the standards of surveillance enabling him to have a caseload of 60-70 if there are no problems.

Drug test

The duties of the California parole officer compare to those of colleagues in Canada. The only additional task is the drug detection test which may be asked at anytime from one of his clients. The purpose of this test is to prevent consumption of drugs or medication without prescription. A client whose results are positive will be subject to intensive surveillance and asked to repeat the test every time he meets his parole officer. If the test is positive on several occasions, the parolee faces severe disciplinary measures and may ultimately have his parole suspended.

Briefly

British Columbia Penitentiary veterans plan reunion

Interested employees and ex-employees of the now-closed B.C. Penitentiary may write organizers of a proposed reunion in the fall of this year, with name and address to: P.O. Box 904, Agassiz, B.C., V0M 1A0.

New laws delayed

The Access to Information Act and the Privacy Act did not come into effect April 1 as expected, and noted in our report in the Feb. 15 edition. Ted Jamieson, CSC's access to information and privacy coordinator, says proclamation is now expected sometime this summer.

Mart Kenney receives Commissioner's Citation

Mart Kenney, renowned musician and humanitarian, was to receive the Commissioner's Citation for Meritorious Service April 27. Kenney has worked for 30 years with the Societies for Crippled Children across Canada, as member of the Citizens' Advisory Committee at Mission Institution, and as a community member of the National Parole Board.

Garnishment immunity removed

Treasury Board announced recently that the Garnishment, Attachment and Pension Diversion Act, now removes the immunity of CSC and other government employees to provincial garnishment law. It means creditors can enforce collection of both commercial and family-related debts and the Crown must comply with the Court where the collection process results in a Court Order to garnishee.

Film will have Prison for Women footage

The National Film Board is producing a film on the life of native spiritual advisor Art Solomon. On March 30, Solomon was accompanied by a NPB crew during his regular visit to the Prison for Women, where the crew was to take footage for the production.

Psychiatrist makes book available

Dr. George Scott, contract psychiatrist at Millhaven Institution and, for many years resident psychiatrist at Kingston Penitentiary, is offering his recently published book, *Inmate* to any CSC employee at a price of \$10 per copy — a fraction of the cost. To order a copy, write Dr. Scott at Box 1237, Kingston, Ontario, K7L 4Y8.

Peace Officers' Cup

"Operation Courage" team members and other CSC joggers, and their families, will participate in a jog-a-thon at the Staff Induction Centre, Kingston, May 15. Teams will vie for the Peace Officers' Cup, as well as individual awards. Overall organizer is CX Dennis Halsall, Joyceville Institution.

• From Page One — CAC conference

Vantour suggested that the challenge facing CSC is to continue to find humane and unique programs for them.

One area suggested for study is the concept of penal colonies in

which long-term offenders and their families would have the opportunity to reside.

Commissioner Yeomans also talked to CAC delegates and answered their questions for nearly

two hours. Topics included double-bunking, population forecasts, classification of inmates, inmate education, cascading and trauma suffered by staff after a hostage-taking.

Double bunking temporary

Asked why CSC was unprepared for the sudden influx of inmates which resulted in double-bunking, Commissioner Yeomans told CAC delegates that the long-term — annual — forecasts showed a steady increase of four per cent while the short-term — six month — forecasts alerted CSC to the coming flood of inmates "too late to get new cells in place in time."

The 10-year inmate population forecast is up 2,000 from last year, the Commissioner said. However, out of 8,485 regular cells, at the end of February, only 155 were double-bunked and, out of 2,025 protective custody cells, only 12 were double-bunked. This "is only temporary," he said. Long range plans call for 1,766 more cells, obtained by expanding facilities, using portable units and keeping the inmate population cascading from maximum to minimum security where feasible.

The recent reclassification study showed many inmates were incorrectly over-classified and could be safely incarcerated in lower security institutions.

The building of Renous, Drummondville and Donnacona Institutions can be used to alleviate overcrowding. They were designed

as replacements for Kingston Penitentiary and Laval Institution which could be kept open. There are no plans to re-open B.C. Pen. the Commissioner said in reply to a delegate.

Answering a question about university courses for inmates cancelled recently because of a \$14.4 million cut in CSC's budget, the Commissioner said that university education was one of 10 cuts made. "We felt the priority was to upgrade inmates in the lower education levels — only 10 per cent of inmate students were at university level. They receive about \$1200 in pay annually as well as room and board while students on the outside have to finance their costs themselves under today's difficult economic conditions.

The big savings this year, the Commissioner said, were in learning to manage overtime efficiently, thus reducing the high overtime costs of the last few years to much more acceptable levels.

The Conference concluded with a dinner at which Solicitor General Bob Kaplan was guest speaker. Commissioner Yeomans also presented two Commissioner's Certificates of Appreciation to two CAC members: Dyane Betts,

Photo: Rick Blanchard



Gwen Mason, Springhill CAC

Mission Institution CAC and Gwen Mason, Springhill Institution CAC, for their "significant contribution to the promotion of Citizens' Advisory Committees across Canada."

A complete account of the conference will be given in the June issue of *Citizen Action*, the quarterly newsletter of the Citizens' Advisory Committees.



The Correctional Service Of Canada

Employee benefits — What? — When? — Who Pays?

Canada

Costs Shared Between
Employees And Employer

Fully Paid By
Employer

Fully Paid By Employees

During Employment

On Termination

While Working

If I'm Sick Or Require
Medical Attention

If I'm Disabled

If I Resign

If I Retire

If I Die

| | | | | | | |
|--|---|---|--|--|---|---|
| Superannuation | 6½ of salary Contributions cease after 35 years pensionable service. Your employer contributes an equal amount. | Deductions will continue from pay. If no sick leave pay, arrears will be recovered from your pay upon returning to work. | No further payment if you are forced to retire due to disability. You may be entitled to an annuity based on pensionable service to date of retirement. | Compulsory return of contributions if with less than 5 years of service. If you have at least 5 years of service, you may receive a full refund of your contributions or elect to receive a deferred annuity at age 60. If 45 or over with 10 or more years of service then only a refund of contributions made prior to October 1, 1967, contributions after that date are retained and entitle you to an annuity at age 60. | If for reasons other than disability, and you are 60 years of age or over (to 65) you retire to full pension entitlements. Between 55 and 60 with at least 30 years of pensionable service, you also would receive a full pension. Between 50 and 60, you also may retire but would receive a reduced pension known as an annual allowance. If 55 years old with at least 10 years service, Treasury Board may approve a waiver of a reduction of pension when retired involuntarily. | If you were a contributor to Superannuation, your spouse is eligible to receive a pension based on 50% of your entitlement. Children up to age 18 and 25 in some cases (attending school, etc.) also are eligible for pension benefits. Where there is no widow or dependents, payment in a lump sum, based on your contributions, is made to your estate. |
| Supplementary Retirement Benefit | Contribution is 1% of salary as long as you are employed in the Public Service. This provides for cost of living increases on retirement. Matched by your employer. | If on leave without pay, arrears will be recovered from salary on return to work. | If on leave without pay, arrears will be recovered from salary on return to work. However, if you are forced to retire on pension, there is no further contribution. | Coverage is void. | Percentage increase in annuity currently effective January 1, of each year. The first indexing adjustment authorized will be pro-rated to reflect the number of full months remaining in the retirement year after the month in which termination occurs. For example, if you retire Dec. 30, 1983, your January, 1984 pension will not be indexed until January 1985 when you will receive full indexing. | Cost of living increase would be included in any pension payable to spouse/dependents |
| Group Surgical-Medical Insurance Plan | Currently — Monthly Single \$2.15 With Hospital Benefits (Level I) \$2.55 (Level II) \$3.15 With dependents \$5.00 Additional Hospital Benefits (Level I) \$6.35 (Level II) \$8.15 For over-age dependent \$4.30 Added Hospital Benefits (Level I) \$5.10 (Level II) \$5.70 Federal Government pays equal amounts on other premiums except for over-age dependents. | If on leave without pay, employee must pay premiums in advance to maintain coverage. Prescriptions and certain other benefits not covered by provincial plans may be paid by this plan based on 80% of costs and subject to an annual deductible of \$25. per member or \$40. where family coverage is involved. | Same as for sick. | Void unless you are moving to another Federal department or agency. | You will retain benefits provided you request at time of retirement. Deductions will be made from annuity. | Coverage will continue for dependents on request. Deductions will be made from annuity benefits. |
| Hospital-Medicare Plans | In premium paying provinces, contributions shared between employee and department. When no premiums are required and also in premium paying provinces the Federal Government is a large contributor to all such plans. | Contributions continue as required. If premium payments are deducted from salary, then you are required to pay direct for any full calendar month you are on leave without pay. Your plan will pay hospital and doctor's services according to Medical Health Plan in your province. | Same as for sick. | You will be given a certificate for payment of premiums (if required) to present to your new employer or to mail to your Provincial Hospital Medicare Plan for direct payment purposes if necessary. | Premium deductions will be made automatically from annuity where the province requires such payments. At age 65, standard coverage is free in most provinces. | Coverage will continue for dependents. Deductions on request will be made from annuity. If a dependent dies, Plan should be notified immediately. |
| Disability (D.I.) Insurance (Employee under Collective Agreement) | Currently — 38 cents per \$1000 of salary for full time employees and 43 cents per \$1000 of adjusted annual salary for part-time employees. Matched by your employer. | No contributions while on leave without pay. Recovered from salary on return to work. After 13 weeks or expiration of sick leave credits, whichever is later, you may be entitled to 70% of annual salary. This benefit is subject to Income Tax. | No contributions while on leave with out pay. Recovered from salary on return to work. If you are retired while in receipt of D.I., the amount payable under the plan will be reduced by benefits received under Superannuation, CPP/QPP and/or Workmen's Compensation. | Coverage is void. | If in receipt of the disability benefits at time of retirement, this may be continued to age 65. | Not payable. |
| CPP/QPP Pension Plan | 1.8% of salary — Recovered from your contributions to Superannuation until paid up. This means no direct increase in deductions for this purpose. Matched by your employer. | Deductions continue. No arrears if on leave without pay as contributions are based on salary earnings. | Deductions continue. No arrears if on leave without pay as contributions are based on salary earnings. If you cannot be reemployed no further contributions. Also you may be entitled to a disability pension depending on circumstances. | Pension is payable at age 65, based on number of years premiums paid. However, if you are disabled before that age, you may be eligible for disability payments. | At age 65, you are entitled to receive monthly pension based on number of years you paid premiums. | Lump sum payable to spouse plus pension including dependents to age 18 or to 25 in some cases attending school or university full time. Also provides in special cases for coverage dependents who are disabled. |
| Vacation Leave Sick Leave Special Leave Furlough Leave | Paid by employer. Leave entitlements are covered in your Collective Bargaining Agreement. | Same. | Same. | You will be reimbursed for any vacation leave entitlements not taken as of date of resignation. | You will be reimbursed for any vacation leave entitlements not taken as of date of retirement. | Cash payments will be made to spouse/estate for any vacation leave earned but not taken at time of death. |
| Workmen's Compensation | Paid by employer. | Not applicable. No benefits. | See your Collective Agreement. | If resignation is related to inability to carry on because of injury on duty and the injury has been a Workman's Compensation Board case, you may be eligible for benefits from that Board. | If retirement is related to injury on duty and Workman's Compensation Board is involved, you may be eligible for further benefits. | If death due to accident at work, benefits may be payable to spouse and/or dependents. |
| Unemployment Insurance Benefits | Premiums deducted from salary. In 1983, the employee's premium is 2.3% of the insurable earnings. | Premiums deductible while on leave with pay. If you will be absent on leave without pay for 7 days or more and your Personnel Office is advised promptly, a certificate will be forwarded to you so that you may apply for Benefits under U.I.C. | Premiums deductible while on leave with pay. If you will be absent on leave without pay for 7 days or more and your Personnel Office is advised promptly, a certificate will be forwarded to you so that you may apply for Benefits under U.I.C. | You are provided with a certificate by Personnel indicating your service with the department. This should be presented to your local U.I.C. office if seeking benefits. | If you retire at age 65, no earlier, and withdraw from the labour force, then you are eligible for a payment of a lump sum. | No Benefit. |
| Severance Pay | Not applicable. | Not applicable. | Not applicable. | Paid by your employer. See your Collective Agreement. | Paid by your employer. See your Collective Agreement. | Paid by your employer. See your Collective Agreement. |
| Supplementary Death Benefit | Cost presently based on 10 cents per \$250. to maximum salary. | Deductions will continue from pay. If no sick leave pay, arrears will be recovered from your pay upon returning to work. | Deductions to continue from annuity if retired due to disability. | Coverage is void unless you elect to pay direct and premiums payable are based on commercial rates for similar benefits. | Deductions continue from annuity. Deductions and benefits are reduced 10% a year after age 61, until there is \$500. left which remains to your credit and paid to your spouse or estate on your death. | Payable to spouse or to estate as case may be. Equal to one year's salary before age 61. |
| Death Gratuity | Not applicable. | Not applicable. | Not applicable. | Not applicable. | Not applicable. | Gratuity equal to two months' salary. Payable to spouse or to estate if you were not a participant of the Supplementary Death Benefit plan and had been employed two years or more. |

* Updated on January 31, 1983 by France Collin, chief compensation, NHQ Personnel



Appreciation of Benoit XV volunteers

It was time to appreciate 13 volunteer workers with the Benoit XV Community Correctional Centre in Quebec City. Shown above are 11 of the volunteer workers who, received a vote of thanks on March 30 at the Relais d'Espérance social agency headquarters. Many received individual certificates of appreciation. First row: Marcel Caron (Quebec East district director) and Marie-Josée Truchon; Second row: Aimé Imbeault, Murielle Huot, Georges Robitaille, Rita Crépault, Gilles Plamondon and Gérald St-Arnaud; Third row: Denis Tremblay, Denise Goyette, Jacques Lachance, Carl Pelletier (Benoit XV CCC superintendent), Régent Raymond, and Guy Leblanc (Quebec parole area manager).

Report on Official Languages

Our services have improved

CSC senior management resolved to make language reform a priority in 1982, according to Max Yalden, federal commissioner of official languages.

However, Yalden asserts in his annual report to Parliament, the Service's linguistic capability is "weak" outside of Quebec and the National Capital Region.

"The Service has expanded the scope of its official languages policy to include orientation activities and disciplinary court proceedings among the essential services to be offered to inmates in the language of their choice," the report states.

"Of some 10,000 positions, less than 13 per cent are bilingual and 80 per cent of these are located at (national headquarters) and in

Quebec. West of Ottawa, only 170 of more than 5,700 positions are bilingual," the report states.

"The overall participation rate of the two language groups is reasonably well balanced. Anglophones accounting for 68 per cent of the staff and Francophones for 32 per cent.

"Thirteen complaints were lodged against the Correctional Service in 1982. Nine dealt with a lack of bilingual services for inmates, one with unilingual services to visitors, one with unilingual signage, another with internal communications, and the last with a letter sent in English to a Francophone organization. Five of these complaints and nine from previous years were resolved during the year."



Dr. Siu leaving

John Siu, deputy commissioner of policy, planning and administration at NHQ, is leaving CSC to become associate deputy minister, with the Saskatchewan Department of Justice on June 1.

John Rama, director general of policy, planning and systems at NHQ, will be acting in Dr. Siu's place, the Commissioner's office announced.

Siu came to CSC in 1978, serving first as special assistant to the Commissioner, then as deputy commissioner policy and planning. In 1980, personnel and financial administration were added to his responsibilities. The University of British Columbia graduate began his public service career with Supply and Services Canada in 1974, and served with the Anti-Inflation Board, and Health and Welfare Canada.

He received the Public Service of Canada's first-ever, annual *Resource Management Award* in June, 1981, for various major planning and systems changes in the Service. On May 9 this year, he was to be honored with the *Commissioner's Citation for Meritorious Service*.

John Rama, 38, joined the Ministry of the Solicitor General in 1968. The University of Alberta Honors Commerce graduate served with the Secretariat until 1975. He was director, human resource planning and development with CSC 1975-78, director of operational planning 1978-80, and director general of policy, planning and systems since 1980.



Montgomery Centre

Community workshops popular

Montgomery Centre's involving thousands of Toronto area residents in communications workshops under a program which allows day parolees to volunteer their first-hand information on corrections.

Institutions, parole, rehabilitation and the criminal justice system are among the topics discussed with various public organizations, held mainly in community colleges and high schools, under the Community Organization and Action Program — COAP.

Although offered for the past few years, COAP last year escalated in popularity to the point Parole Service Officer Colin Campbell predicts 7,000 to 10,000 students will be involved in sessions this year.

Campbell and volunteer parolees gave workshops for about 2,000 Toronto area residents in one four-month period last year. That's not counting the media coverage COAP has attracted: daily

newspapers have run features, and Global Television and CBC's *The Journal* have given coverage.

Purpose of the program is to:

- Increase community awareness, involvement
- Demonstrate to young students, especially those illegally using drugs, potential consequences of their actions
- Provide interested day parolees with a chance to help a good cause

"Results have been most gratifying to both (me) and volunteer parolees," Campbell says. "All sessions have gone beyond allotted time frames and question periods have been extremely active."

"The positive experience clearly has an excellent effect on the parolees' attitude and self-esteem," he adds.

Minister attends administrators' conference

Solicitor General Bob Kaplan and Harry Rogers, Comptroller General of Canada were expected to be among those attending the bi-annual CSC administrators' meeting in Ottawa May 9-12.

The Minister and Commissioner Yeomans were expected to open the regular sessions with an hour-long question and answer period before the Commissioner addressed administrators on the theme, *Work is where you find it*.

The wardens, superintendents, and parole district directors also covered:

- Overtime
- Manning designs — Costs/Alternatives
- Inmate employment
- Operational information
- WP study
- U.S. management problems
- Staff inquiries/Disciplinary hearings

Let's Talk will provide coverage of this conference in its June 15 edition.



Kingston Penitentiary Supervisor of Institutional Services, Gerry St. Onge, with Mason Joe Prunster in the newly renovated wing of the penitentiary.

KP re-opens 80 cells

Renovations at Kingston Penitentiary have added 80 cells, giving Canada's oldest penitentiary a total of 417 cells. They were re-opened Mar. 31 after 12 years.

Built around 1850, the institution's G & H Block was found to be in good shape despite its age, and riot damage in 1971.

New hot water heating, plumbing, access stairways, poured concrete floors and individual door locks were built into the top two levels of the block since construction began last August.

Total cost of opening was \$465,000 — less than \$6,000 per cell. Most of the work was carried out by CSC tradesmen and wouldn't have been possible without great cooperation from other institutions in the region.

See Page 3

Information systems will require more computer use

CSC's senior management committee at its March meeting made the development and implementation of several management information systems its top priority for 1983, in its annual review of *CSC Direction*, the Services medium-range planning document.

A glance at the projected number of "on-line" computer terminals to go into operation across CSC shows that the hardware is also coming into place.

Operational Information Services (OIS) at the end of 1982-83 was slated to have a total of 86 terminals in operation at NHQ, all RHQs and the major institutions. By the end of this fiscal year, major institutions will get a second OIS computer terminal and 18 major parole offices will receive one, for a total of 158 terminals. Projections for fiscal 1984-85 by OIS see 334 OIS terminals, all "on-line" to CSC's main computer in Toronto.

FINFO, the financial management information system, now operates about 40 "on-line" terminals, with a total of 33 at the institutional level, and one at each RHQ. FINFO terminals should be added to about 10 major parole offices and, another five terminals to other branches at NHQ in the future.

PARS, the personnel and manpower planning system, now has terminals at each headquarters. Feasibility studies are underway to determine if major institutions and parole offices will receive them.

OIS terminal operators provide operational data on offenders. These terminals presently have a low-volume on-line use, of perhaps one or two hours in total per day, per terminal.

FINFO provides a banking system for inmates among its many roles, and is in operation seven to eight hours per day with relatively high-volume use. "If the FINFO system is down for four hours, the phone rings off the hook," quips Al Price, Financial systems development chief at NHQ.

Newsmakers in the Regions and NHQ

Atlantic: Francine Phillips

\$100 per hour !

ATLANTIC — About 120 volunteers and inmates at Dorchester Penitentiary and Westmorland Institution have so far raised over \$3,000 through a 30-hour fast ending on Good Friday. That's over \$100 per hour!

The Atlantic inmates are attempting to raise \$5,000 to sponsor 14 underprivileged children identified by the World Vision of Canada.

Pierre Allard, Atlantic regional chaplain, initiated the first Easter fast by inmates at Archambault Institution in 1976, when inmates sponsored one child. With Allard's transfer

to Atlantic Region in 1977, Dorchester and Westmorland inmates assumed sponsorship of the child and became more involved.

Fast participants gathered in the chapel and community centre. They consumed only juice, water, tea or coffee from 9 a.m. Mar. 31 to 3 p.m. the next day. Those 30 hours were filled with films showing world hunger, singing and discussion. (Women volunteers left for the night and rejoined the groups Good Friday morning).

CSC encouraged public support for the fast through the media.

Ontario: Chris Vaivada

Mixed bonspiel

A CSC mixed curling bonspiel was held at the Gananoque Curling Club with 24 rinks participating Mar. 27. Most branches and divisions of CSC in the Kingston area were involved. Top honors for the day-long event went to the rink consisting of **Bev Partridge** — Skip, **Roy Partridge** — Vice, **Marg Carnegie** — Second, **Bob Carnegie** — Lead. The Joyceville Officers Club donated the trophy. Prizes were also awarded to the five runners-up, and to the rink most likely to show improvement in its next effort.



CSC and Queen's University's School of Nursing signed an agreement at the Staff Induction Centre Mar. 28 to permit senior nursing students to work at the Prison for Women as part of their program. Student nurses will obtain clinical and forensic nursing experience. Above, Ontario Regional Deputy Commissioner **Art Trono** looks on as **Dr. R.L. Waits**, principal and vice-chancellor of Queen's University makes it official.

Quebec: Michel Lauzon

Australian visitor

Quebec Region greeted **Frank Hayes**, a commissioner on the Corrective Services Commission of New South Wales, Australia, for a visit April 13-15.

Hayes, 61, is a former parole officer and represented Australia on the Delegation to the United Nations Congress on the Prevention of Crime and Treatment of Offenders in Stockholm, in 1965. He is now senior vice-president of the Australian Crime Prevention Council.

He visited the National Correctional Staff College in Laval April 13, meeting with **Richard Rabeau**, college director before proceeding to Montreal City Hall to sign the guest book. On April 14, he visited Tanguay House and the Federal Training Centre and dined with Acting Deputy Commissioner **Gerald Marineau**, **Rabeau**, **Raoul Cantin**, and **Gaston Pelletier**.

An avid history buff, Hayes took advantage of the Quebec portion of his cross-Canada tour to visit the many historical sites in Quebec City, with **Marcel Caron**, director of the Quebec East District.



Work by staff and inmates of Frontenac Institution in promoting the Canadian Arthritis Society aims was recognized by the society's Quinte Thousand Islands Region at its annual meeting in Kingston, Mar. 26. Superintendent **George Downing** (centre) and Frontenac inmate **Tom French** (left) received a frame plaque from **Dr. Garfield Kelly**, President of the Kingston Branch of the society. We note that chairman of the region is former CSC employee **Bill Chitty** who, since retiring three years ago, became active in the society, probation and parole.



Sally Pyke, Secretary to Ontario Deputy Commissioner **Art Trono**, demonstrates her curling expertise.

Prairies: Linda Lee

8th Annual CSC Alberta Curling Bonspiel

The 8th Annual CSC Alberta Curling Bonspiel was held on March 12, in Red Deer, Alberta, at the Michener Centre. Edmonton Institution was responsible for organizing the bonspiel with **Al Scholotiuk**, **John Holley** and **Denis Augert** as organizers.

The total 32 participants enjoyed the competitive curling and social activities.

The winners were:

1983 — 8th Annual Bonspiel Champs

Skip — **Denis Augert**, Edmonton Institution
3rd — **Eileen Malley**, Bowden Institution
2nd — **Henry Parker**, Altadore Centre, Calgary
lead — **Ron Goriuk**, Drumheller Institution

First Runner-Up Team

Skip — **Ed Witzke**, Edmonton Institution
3rd — **Craid Paulsen**, Calgary Parole
2nd — **Mel Auten**, Calgary Parole
lead — **Carol Beach**, Edmonton

Consolation prize of "Crying Towels" for the team with lowest score went to:

Skip — **Joe Butler**, Bowden Institution
3rd — **Jim Beaton**, Calgary Parole
2nd — **Sonia Sutton**, Calgary Parole
lead — **Vicki Cosgrove**, Edmonton Parole

The "9th Annual Bonspiel" will be organized by Calgary Parole and **Dave Chapman**. It is anticipated that the bonspiel will be held at the Michener Centre again.

Great sport!

Pacific: Eila Loughlin

Photo: Pacific Region News Briefs



Participants at a new standardized, national supervisory training program at the Mission campus of the National Correctional Staff College in February, are shown above at the end of the two-week pilot training course: Bottom row — **Gert Ruppert** (Mission Institution), **Kay Corrigan** (Regional Psychiatric Centre Abbotsford), **Micheline Gagne** (NCSC Laval campus), **Ken Price** (Pacific RHQ); Second row — **Yvan Thibeault** (SC Laval campus), **Karl Heisinger** (Elbow Lake Institution), **John Hood** (NCSC Mission campus), **Colin MacKenzie** (Abbotsford district parole office), **Jean-François Vinet** (NCSC Laval campus); Top row — **Harry Staines** (Mission Institution), **Don Whittaker** (Regional Psychiatric Centre Abbotsford), **Gerry Kwapisz** (NHQ), **Ginger Bacchus** (Pacific RHQ), **Don Menzies** (Vancouver district parole office), **Gordon Frew** (Matsqui Institution) and, **Harold Golden** (Mountain Institution).

Auditors praise emergency plans, nursing

Inspector General **Al Wrenshall** in his branch's Second Annual Report combines the results of both management and financial audits conducted during fiscal year 1981-82.

In the 40-plus pages, the report identifies 14 areas where major improvement was found and 12 areas still needing improvement.

The areas where auditors found major improvement were the quality of Offender Programs regional reviews, implementation of the case management process, living unit operations, induction training, the information reporting, simulated exercises, contingency plans, staff dress and deportment, supervision of staff, work order system, fire prevention, industrial work scheduling, education program and the nursing service.

Quality of nursing

"The auditors perceived a noticeable improvement in the quality of nursing. We found this to be manifested in the overall quality of the care provided and in terms of the professional atmosphere now readily evident in all health care centres," the report states.

"No facility was found to be lacking contingency plans during the past audit cycle," the report adds. "In this regard we feel the positive results may be traced to NHQ and regional initiatives in terms of developing a standard format."

Growing esprit de corps

"The favourable comments concerning the dress and deportment of security staff as stated in last year's report are still valid. In general, it could be stated there appears to be a growing pride and esprit de corps among security staff

and this is reflected in large measure by their dress and deportment."

"The living unit program finally appears to be meeting management expectations. We observed marked improvement in the operation of most living unit facilities and suggest this can be traced to the case management process. All living units now appear to have reached a common level in terms of unit autonomy and delegation of authority to line staff."

Case file reviews

"Our audit teams were particularly impressed with the quality of the case file reviews," the report states.

Among those areas where improvements were still needed at the time of the report were overtime and tool control:

"Too many institutions were not adequately involved in developing solutions and taking a proactive approach (re overtime use) . . . While not as serious a problem as it has been in the past, tool control was still a significant problem in many of our institutions," the report states.

IERT training problem

"In many institutions the IERT had ceased to exist as a viable entity. In all cases this could be traced to a lack of training and follow-up on previous training. After the initial spate of specialized training characterized by a great deal of enthusiasm most institutions failed to follow through and provide IERT training on a continuous basis. This problem was compounded by protracted discussion on the role of the IERT (SWAT vs riot control). The inability of many institutions to schedule training without resorting to overtime also had the effect of curtailing on-going IERT training."

Classification workshop planned

The five regional chiefs of classification and six classification managers from NHQ will be working on classification issues, at a national workshop in Cornwall May 17-19.

"We're ready to face up to any problems the line staff may have and move in any way we can to improve job classifications," notes **John Carrocetto**, director of classification at NHQ.

For eight of the 11 managers, including all five from the regions, it will be the first joint meeting. Workshop objectives include reviews of classification objectives and goals and development of solutions to classification problems and issues.

KP renovations add 80 new cells

by **Dennis Curtis**
Ontario RMC

ONTARIO — Following a major riot in 1971, with extensive damage to much of the institution, many of the cells at Kingston Penitentiary weren't re-opened. For the last 12 years, the institution served first as the Regional Reception Centre and since 1981 as a protective custody facility. The average population has been about 300 inmates. In mid-1982, it became obvious more protective custody space was needed.

The project involved an enormous amount of work, in-

cluding a new hot water heating system, design and construction of new access stairways, a virtually complete plumbing system, and new poured concrete floors to create living space where there was originally just a narrow landing.

This area of the institution — the top two levels of G & H Block — was built around 1850 and is still in surprisingly good condition, with huge windows and solid limestone walls over three feet thick.

The old locking system, operated by a huge wheel at one end of the range, was destroyed and individual locks were designed

to fit the old barred cell doors.

Construction began in August, 1982 and all cells were ready for occupancy on March 31, 1983.

A total of 80 cells were added to the 256 general population cells. There are another 20 dissociation, 39 segregation and 22 health care cells bringing the total to 417.

Bob Purcell was the CSC Project Manager and **Nick Vander Schoor**, of Public Works Canada, the manager of local contracts and design work. Kingston Penitentiary works staff included **Stu Lowe**, **Pete McConnell**, **Gerry St. Onge** and

Assistant Warden Technical Services **Don Hutchinson**.

At the risk of overlooking someone, the following people were loaned to Kingston Penitentiary for the renovations: **Bill Price**, works superintendent; **Rupert Senlitsch**, welder; **Al Lewis**, plumber; **Rudy Spindler**, carpenter; **Dick McKay**, painter — all from Millhaven Institution; **Bob Senior**, metal worker; **Mike Little**, plumber — from Joyceville Institution; **Ron Latimer**, metal worker — from Collins Bay Institution, and; **Ron Vallier**, painter — from Prison for Women.

All of these people worked very

hard and, as a result, we now have the additional cells for a total cost of \$465,000. All sinks and toilets were replaced, beds were repaired, and cantilever tables manufactured by Collins Bay Institution Industries installed. Mason **Joe Prunster** has spent endless hours patching the ravages of 150 years of occupancy, but he assured us that the old building is still in great shape.

Additional projects will include new showers and change rooms to replace the old communal shower or "car wash", and new sewers. Our congratulations to all concerned for a job well done!

Jack Cennon receives Citation for Meritorious Service

by **Linda Lee**
Prairie RMC

PRAIRIES — When **Jack Cennon** first visited Saskatchewan Penitentiary in the early 50s, it was a very rare thing for an ordinary citizen to be allowed inside the walls of a penitentiary. Built in 1911, the prison's red brick walls and towers loomed over the city's western approach, but only staff and inmates walked inside. The rule of silence still applied.

Cennon had moved to Prince Albert in the late 40s, as production manager of CKBI. He was basically responsible for setting up the television part of the operation. He also started a morning talk show on the radio station — a show he still hosts today.

One day Cennon was invited to do one of his radio shows live from the penitentiary. While he was there checking out the technical aspects, he was offered a tour. He jumped at the chance.

While he and his guide were going through the horse barns, he recognized an old friend from his days in basic training and, without thinking, spoke to him. It turned out his friend was "doing time". Cennon never asked what he had done, but that's when his own volunteer commitment started. "I knew that no matter what he had done, he was still basically a good fellow and worth helping."

On March 4, 1983, The Correctional Service of Canada recognized

his 30 years of promoting public awareness, understanding and enhanced community participation in programs and activities at Saskatchewan Penitentiary, by honoring him with the *Commissioner's Citation for Meritorious Service*. Regional Executive Officer **Paul Oleniuk** presented the citation at the annual banquet of the Prince Albert Chamber of Commerce, of which Cennon is a director.

Cennon has helped to set up inmate Christmas concerts and fund drives, was a part of the first Citizen's Advisory Committee organized in Prince Albert in the early 1960s, and has remained involved to the present, including two years as CAC chairperson.



Prairie Regional Executive Officer **Paul Oleniuk** (left) presents citation to **Jack Cennon**.



Shown above are the happy organizers of the Ski-o-thon Leucan event. From left to right: **Réal Benoit**, Ste-Anne-des-Plaines Institution warden; **Dominique Michel**, TV celebrity and sponsor of the Ski-o-thon; **Marcel Maheu**, Leucan president, and; **Michel Raymond**, living unit supervisor at Ste-Anne-des-Plaines and main organizer.

Staff help organize Leucan Ski-o-thon

QUEBEC — "One child out of 600 is plagued with cancer in Quebec." This was the theme of a fund-raising campaign held March 1-15 for "Leucan", which stands for the Association for Children Suffering from Leukemia and Cancer.

Once again this year, Leucan was able to benefit from the help of Ste-Anne-des-Plaines Institution staff and inmates who, since the beginning of the year, have worked at organizing a ski-o-thon for the association.

Staff members who participated

in this event were: **Michel Raymond**, living unit supervisor and vice-president of Leucan, **Michel Paradis**, social development coordinator, **Fernand Godard**, socio-cultural programs assistant, **Richard Maurais**, sports and recreation officer, **Michel Gagnon**, **Sylvain Bertrand**, **Roger Fournier**, **Mario Roy**, **Raymond Castilloux** and **Robert Gagnon**, all living unit officers. Eleven inmates were also involved in the planning of the event.

Despite the rainy weather, about 400 persons attended the ski-o-thon

at Mont-Avila ski centre March 19. Students from three schools were also present for the Avila-Leucan Cup competition, held the same day.

More than \$10,000 was collected by the organizers, including the money collected through the nine schools which couldn't attend. **Réal Benoit**, Ste-Anne-des-Plaines Institution superintendent, presented the cheque to the president of Leucan. Next year, the ski-o-thon and competition are planned for March 20.

Talking it over helps cut tension

CX stress

by Dennis Finlay
A/Dir. Public Information

He parked his car in his usual spot and turned off the ignition. It was cold outside, but that wasn't why he hesitated to leave his car. The gate to the penitentiary was just 100 yards away. It was something else that held him, some dread.

Eighty inmates had erupted in a violent frenzy just 18 hours before. Several guards had been injured, three seriously. One had been stabbed. The institution was secure now, but the danger, the hate, was still there, hanging in the cell blocks like the biting smell of tear gas.

Although his car had cooled quickly in the chilly evening, he was sweating.

"I wonder if any of the others feel like this," he thought.

He didn't dare tell any of his colleagues how he felt. He hadn't even spoken to his wife about what he had seen and experienced during his last shift. He had withdrawn, trying to cope.

He had done his job; he knew that. He was an experienced correctional officer, a professional, and he was well-trained. He had escaped serious injury — this time.

He stepped out of his car and slowly walked the 100 yards to the gate and his next eight hour shift. It was his job.

Dangerous workplace

The type of stress this fictitious correctional officer felt following a hazardous day is common to people in corrections.

The workplace for security officers in correctional institutions is "a very highly sensitive area," said Dr. **Rose Marnickam** of the International Institute of Stress in Montreal, Canada. "At any moment, they could face a danger to life and limb."

As a result, correctional officers must cope, on a daily basis, with an unusually high amount of stress. Several factors can heighten the subsequent anxiety, often resulting in real and/or psychosomatic illnesses.

In a recent interview, Dr. Marnickam said that security officers must understand the expectations of the job when they enter a correctional service because, in terms of stress, it is "not what happens but how you interpret it" that is important.

Dr. Marnickam, who was the deputy to the late Dr. **Hans Selye**, founder of the world-renowned Institute (he died October 16), said it is imperative that correctional officers understand their attitudes towards their job.

"Correctional officers must also recognize and appreciate their own attitudes toward people who break the law," she said.

Take Breaks

Correctional officers must relax periodically, taking breaks to replenish their resources, Dr. Marnickam advises. "Otherwise, they will eventually burn out."

Not surprisingly, stress increases dramatically during violent incidents and often remains high following such events. "Any crisis situation will have an effect on anybody and everybody," Dr. Marnickam says.

The best way to relieve stress in these circumstances is dialogue. Correctional officers, prison administrators and even the inmates must discuss what happened, to find out what went wrong and why.

"Authoritarian measures alone following violent incidents won't help either the correctional officers or the inmates in reducing stress in an institution. The prisoners' point of view is one aspect which must definitely be considered," Dr. Marnickam adds.

Talk It Out

It is also imperative that officers feel they have the support and confidence of their supervisors. Without this support, the stress placed on them is greatly increased and more pervasive.

Correctional officers, much as policemen often find it difficult to talk, even to their families, about their emotions. But they should develop a mode of "talking it out," Dr. Marnickam says.

"A burden shared is a burden halved," she says. "The worst thing for an officer to do is become incapacitated by bottling up."

Dr. Marnickam pointed out that stress, in itself is not bad. "Normal stress is good for you, it gets your adrenaline flowing. You can make normal stress work for you."

The Correctional Service of Canada recognizes how stress can affect institutional staff and is developing a program to help alleviate post-incident traumatic neuroses of correctional officers directly involved in violent incidents, including hostage situations.

A fitness program is being developed also for the CSC by a group at the University of Ottawa, which will determine entrance-level fitness standards, refresher fitness standards and fitness standards for institutional emergency response teams.

"Fitness is certainly an avoidance factor in coping with stress," said **Brian Marley-Clarke**, director general of CSC's Staff Training and Development Branch.

Prisoner transfer convention signed

Canada signed a Convention on the Transfer of Sentenced Persons under the aegis of the Council of Europe, in Strasbourg, France, Mar. 21. Solicitor General **Bob Kaplan** has announced.

European nations already in agreement with the convention are Austria, Sweden, West Germany, Luxembourg, The Netherlands, Switzerland, Portugal, Belgium, Greece and Denmark. Other countries are expected to add their signatures.

When it comes into force, possibly late this year, the convention will enable Canadians serving long-term sentences to voluntarily apply for repatriation to Canada to serve the balance of their sentences.

As of Mar. 30, 24 Canadians were known to be in jails of the 21 member states of the Council of Europe.

Canada has already ratified agreements with the U.S., Mexico and Peru. A total of 93 Canadians have been transferred home under them. Agreements have been signed, but not yet ratified, with Bolivia, France and Thailand.

In a joint press release, External Affairs Minister **Allan MacEachen** and the Solicitor General noted it was the first convention Canada has signed under the aegis of the Council of Europe, of which Canada is not a member.

Prairie Region CACs elect new chairperson

Prairie Region Citizen Advisory Committee representatives elected **Melanie Laute**, of Saskatoon, as the new regional chairperson at their February meeting. Melanie fills a position left vacant by the resignation of **Art Coulter**, of Winnipeg.

Ms. Laute has been a member of the Saskatoon CAC since it was formed in 1982. She is a sociology professor at the University of Saskatchewan.

February's meeting focussed attention on programs for inmates, including private family visiting and the use of native elders to assist native inmates.

Members looked at programs for CSC staff, including the new Employee Assistance Program and staffing targets for female employees. CSC staff members reported on a range of topics included inmate self-inflicted injuries, assaults on staff and inmates, and population projections.

Inmates up 10%

CSC's Inmate Population Weekly Return, giving the number of inmates on register plus those held in temporary detention, for the week ending March 8, 1983, showed a national total of 11,224 inmates, up 9.94 per cent over the same period last year. Of these, 124 were women, compared with 116 for the same week in 1982.

Briefly

Double-bunking increases

The number of double-bunked cells has risen from 155 at the end of January, to 264 cells housing 528 inmates on April 13. Another 70 inmates were having to share accommodation for a short-term duration in hospital, protective custody and dissociation units. Fourteen medium and maximum security institutions were double-bunking at last count.

William Head mobile unit

A modern and attractive mobile unit adjacent to the main living quarters has received inmates at William Head Institution, boosting the institution's capacity to 170 cells.

CSC Arts and Crafts

The first Ontario regional arts and crafts exhibition by staff and their families was held at the Staff Induction Centre in Kingston April 16. The show was organized by Kingston Penitentiary recreation officer **Rick Lawless**. It included paintings, sketches, woodwork, photographs and various hobbycrafts. More than 50 exhibitors over 200 visitors attended.

Warkworth program filmed

Global Television filmed staff and inmates of Warkworth Institution April 5 in connection with the Peter Pride Program, a Jaycee's project to combat vandalism in the community. The Global segment was aired later in April.

Parole offices move

The Eastern Ontario District Parole Office and the Kingston sub-office moved from 797 Princess Street to 1440 Princess Street during the last week of April.

"Catalyst" in Alberta

The *Prairie Newsletter* reports that the hour-long drama documentary on Incarceration *Catalyst* was aired on CBC-TV in Alberta, Feb. 2. According to the Producer, Jack Emack, after doing extensive research and the production at Edmonton Institution: "I was extremely impressed with the progressive approach and open attitude of the managerial staff of the Institution and grateful to them for allowing us the opportunity to work freely and independently with both inmates and staff. . . I feel the program will make a valuable contribution to the public's knowledge and understanding of the complex issues surrounding incarceration. . . I am grateful to the Warden, **Bob Benner** and his staff for their full cooperation. . ."

Maxwell Jones visits Saskatoon

World renowned psychiatrist Dr. Maxwell Jones visited the Regional Psychiatric Centre at Saskatoon as a consultant, March 14-25. The Nova Scotian helped develop the living unit concept at Springhill Institution in the late 1960s and was the original formulator of the concept of the therapeutic community in psychiatry.

Westmorland goes "Off-Oil"

Westmorland Institution greenhouses turned to wood-oil heating last winter, saving the operation on oil consumption. Inmates harvest local wood and keep the new furnace units operating on wood for most of the day — the furnaces revert automatically to oil at night when the wood fuel is expended, and the 'stokers' have turned in.

IPSO Conference

The national conference of CSC Institutional Preventive Security Officers was held at the Lester B. Pearson Building in Ottawa May 2-5.

Ontario Region report

The *Ontario Region Annual Report* for fiscal year 1981-82 contains detailed information on activities during the year and several photographs, including short biographical and photographs of several managers. The 155-page report was printed by inmates and instructors at Millhaven Institution's print shop, under **Sam Kelly**, senior print shop instructor and **Don Turner**, assistant warden of industries.

lets talk

Let's Talk is a tabloid for staff of The Correctional Service of Canada, published twice a month by the Communications Branch, 340 Laurier Avenue West, Ottawa, Ontario, K1A 0P9, Tel: 995-3031. We

welcome your contributions, letters and articles. Send them to your Regional Manager, Communications and in Ottawa to the editor:

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William Head Shakespeare

"Never has Shakespeare appeared so pertinent," the critic, Joan Mason Hurley of Victoria's *Monday* magazine, said of William Head Institution's presentation of *Macbeth*, March 17-19 and 24-27. The writer complimented several of the inmate actors, the set, costumes and overall production. "With what dignity and economy the actors move! Every gesture significant, every expression revealing."

North American accreditation record set

When Rosaire Parent, of RRC Quebec, and Wayne Scissons, of Mission Institution went forward to receive three-year accreditation awards for the two institutions, North American correctional history of a more pleasant kind was in the making.

The Regional Reception Centre and Mission both received the compliments of accreditation panel members for being well managed institutions. The hearings and ceremony were held near Washington, D.C., April 27.

But since the RRC had failed only one standard in its successful accreditation bid, it set the best record for all accredited adult correctional institutions in North America, Maurice Klein of the Inspector General's Branch noted.

The awards were presented by John Braithwaite, who is vice-chairman of the Commission on Accreditation for Corrections, in addition to Deputy Commissioner, CSC Communications.

Klein said the two institutions bring the total number of CSC installations accredited by the commission to 45, including seven whose accreditations have lapsed. Kent, William Head, Elbow Lake and Rockwood institutions and Robson and Portal centres are expected to go forward for accreditation panel hearings in August. CSC's active pursuit of accreditation was suspended March 31 due to fiscal restraint, with the exception of those facilities nearing their hearing for accreditation.

Inspector-General designate will visit the field

Assistant Commissioner (RCMP) Jack Rankin, a native of Vancouver, joined CSC May 11 leaving his position as Director of Telecommunications and Electronic Data Processing for the RCMP.

Mr. Rankin began preparatory work immediately to assume the Inspector General's post when Inspector General Al Wrenshall retires in September.

One of his many duties included the supervision of audit functions of computerized police information services, Commissioner Yeomans said in announcing the appointment. Mr. Rankin served with the RCMP since 1949.

The new Inspector General will be working closely with Mr. Wrenshall and will visit as many institutions as possible during the next few months.

Chaplains focus on their training needs

As consultant on chaplaincy training, the Rev'd Canon Tom James sees his role as helping CSC chaplains "work out a vocation within a vocation," as they come



Canon Tom James

from a more generalized role which they were probably used to as parish clergy.

"You don't minister to a group of inmates the way you do a Sunday School class," the Anglican priest, and Brockville, Ontario native explains. "For inmates, the CSC chaplain is often the first pastor they've ever come face to face with,

and it may be the first time they have considered the place of religion in their lives," he adds.

James has just returned to his office at NHQ from three weeks of meeting with chaplains in Atlantic, Prairies and Pacific regions on their training needs. He assumed the post Jan. 15, and working closely with CSC Director of Chaplaincy, Rev. Murray Tardiff, is responsible for administering the training expectations of the Memorandum of Understanding between the Service and the Interfaith Committee, which include:

- new chaplain orientation
- supervised pastoral education for all new chaplains for 12 weeks during their first year
- in-service training for all chaplains
- 10-month internship for three chaplaincy candidates

Canon James became involved with corrections as a volunteer with Ontario Probation and National Parole in 1961, was with the provinces of Manitoba and Alberta for 11 years in corrections chaplaincy and volunteer program management, and for four years with the Anglican Diocese of Edmonton.



Om Chaudry honored

Om Chaudry, Stony Mountain Institution psychologist, received the Merit Award from Warden Terry Sawatsky (right) at the end of March. Chaudry, whose work with CSC has spanned almost 20 years, significantly contributed to the development of psychological services, volunteer visiting, and the use of biofeedback techniques in Prairie Region and CSC overall. An honorarium of \$1,275 accompanied the award. Chaudry was further honored May 9, in Ottawa, with the Commissioner's Citation for Meritorious Service. Details in the June 15th edition.

Agrologists tip hats to CSC farm

The February 14th edition of the Institute of Agrologists of New Brunswick newsletter featured Westmorland agribusiness operations, in an article by Andrew Currie, P. Ag.

"I found the entire farm tour most interesting," Currie notes in his article. "Its goals of inmate employment and food self-sufficiency are very commendable."

"I found the entire farm tour most interesting," Currie notes in his article. "Its goal of inmate employment and food self-sufficiency are very commendable."

"The farm is run efficiently and professionally by the manager, Bud Steeves," Currie adds.

In his article on the 2,000-acre operation, Currie notes the 800 acres of arable land — "overlooking the red tides of Shepody Bay" — consists primarily of marshland. "With the assistance of the provincial agricultural engineering branch, 200 acres have been improved for easier working. The old dykeland was narrow and surrounded by numerous ditches. Restructuring of the ditches allows modern machinery to be used more efficiently on the farm. This marshland produces enough hay and silage for all the animals on the farm.

"The dairy operation includes 50 milking cows plus 75 heifers and dry cows. The dairy operation also includes a small pasteurizing and separating plant. All of the dairy bulls are raised for beef and all the milk produced on the farm is consumed by inmates at the three institutions — Dorchester, Westmorland and Springhill.

"The pork operation on the farm utilizes 45 sows and the progeny are raised from farrowing to finish. This gives an average of 450 hogs at all times and provides 12 to be slaughtered per week for use in the kitchens. All slaughtering is done on the farm at their own abattoir.

"The pork operation which supplies the needs of the institutions has 3,000 laying hens.

"The field crop production of the farm gives a variety of agronomic as well as horticultural crops. One hundred acres of grain, primarily oats, and some winter rye are grown. Fifty acres of potatoes are grown and any surplus to our needs are shipped to Ontario Region. Twelve acres of other vegetable crops are grown. Cabbage, carrots, and turnips comprise the majority of them.

"The farm currently operates three greenhouses. They are of modern design and are heated with wood/oil combination systems. They produce a variety of greenhouse tomatoes, European cucumbers, and some lettuce.

"Wood is harvested on the institution's woodlot," Currie writes.

The New Brunswick Institute of Agrologists (L'Institut des Agronomes du N.B.) is affiliated with the Agricultural Institute of Canada (L'Institut Agricole du Canada).

Staff survey planned

The Gallup organization has been asked to conduct a survey of staff views on a number of vital matters, including morale, paper burden, safety and sharing of information. Consent forms for the survey will accompany staff paycheques in May — anyone not wishing to be contacted by Gallup should complete the form and send it in. Results, to be shared with staff, are to be used to define areas where improvements in the work situation can be made for the benefit of all staff.



Staff bid farewell

Hundreds of staff and other peace officers went on parade to pay their last respects to Archambault Institution Correctional Officer Serge Delorme, in Terrebonne, Quebec, April 26. Delorme, 28, was slain on duty four days earlier.

Serge Delorme

Farewell to a colleague

QUEBEC — Nearly 1,400 persons attended the funeral April 26, of **Serge Delorme**, who was killed on duty at Archambault Institution April 22.

Sharing the grief felt by Serge's wife, **Monique**, and other family members, were Commissioner **Yeomans**, Deputy Commissioner Security **Marcel Sauve**, Quebec Deputy Commissioner **Jean-Paul Dugas**, Archambault Institution Warden **Andre LeMarier**, **Alain Tardif**, parliamentary secretary to Solicitor General **Bob Kaplan**, and Terrebonne MP **Roland Comtois**.

Archambault Catholic Chaplain, Father **Robert Lapointe** was assisted by 15 other priests in presiding over the funeral at the St.-Louis de Terrebonne Church. The Police Choir of the Montreal Urban Community police force participated during the solemn, yet emotion-charged service.

Hundreds of CSC colleagues from Quebec and Ontario regions attended, along with Royal Canadian Mounted Police, Quebec Provincial Police, various city police forces, Armed Forces, and provincial corrections representatives. Ten members of Clinton Institution, of the State of New York correctional system also joined in the final tribute.



"We are all overwhelmed by grief, especially in remembering this good, honest and justice-seeking man," Lapointe said. "We who have worked with you during all these years will remember you as an amiable man with no known enemies whatsoever; we will also remember your honesty and your wearing of the Service uniform with pride," said work colleague and family friend **Yvon Laporte** in the eulogy.

Father Lapointe concluded his message by calling to everyone's sense of solidarity and togetherness during these tragic events.

"A man of peace and justice"



Lily Tronche
District Director Parole, Montreal



Monica Freedman
Chief, Female Offenders NHQ



Rena Hanneson, Mission Institution, now a Living Unit Officer. Above, she is shown two years ago as a correctional officer (see Let's Talk March 15, 1981).



Marg Stanowski
Case Management Officer Community,
Toronto



Joycelyne Marcoux
Private security guard,
Stony Mountain

Women in CSC An active presence

Judging by the work of **France-Marie Trepanier**, director of equal opportunity and her team, women in CSC are present everywhere it counts, and they are becoming more and more active.

21.3% female staff in CSC

"CSC has 21.3 per cent female staff," Ms Trepanier notes, "and 11.3 per cent belong to the administrative support category. The remaining 10 per cent are in the professional category. They are not all career women and don't necessarily wish to become so," she explains.

"But a lot are pioneers considering the non-traditional context in which they are working," she adds. "As a result, more and more women want to work as correctional officers in male institutions. This can only promote a calmer environment in the institutions over the long term."

The challenge

Women, who represent 50 per cent of the labor market, she says, have long felt "disadvantaged" and are under-represented on several levels.

Ms. Trepanier has a big challenge: To promote and speed up, as much as possible, the integration of women to positions that were until now traditionally reserved to men, as part of the equal opportunity established by the *Canadian Charter of Rights and Freedoms*.

"It is the most important aspect of our action, even though it is not the only one. We accomplish a lot for women belonging to various levels and positions," she says.

"There are now 113 female CXs and several women holding positions at the intermediate and senior levels of management — compared to no women in the CX category in 1975.

"It is a slow, but sure progression especially if we consider that the program was only implemented in 1978 and, as expected, met resistance. With time people came to understand the validity of this program."

Department fully supports

"What is encouraging at CSC, compared to other departments," she adds, "is that this program is fully supported by management. This can only prompt us to continue."

To this end, she is organizing information sessions, along themes including "the exploitation of women by the media," a self-assertiveness course for women, dialogue with regional coordinators who are members of advisory committees on efforts made in keeping an open discussion with representatives in institutions and district offices and, the analysis of problems identified and a search for solutions.

One example, Ms. Trepanier offers, was the recent updating of the personal and sexual harassment policy on which her division worked.

No "opposite discrimination"

"Women have to express their concerns, but calmly and not aggressively," she says, "without using opposite discrimination and abiding by the principle of promotion by merit. Our programs apply to both men and women. Women have to satisfy the same training and admission criterions and in principle, they are assigned to the same tasks."

"Women have to change themselves. We can no longer wait for others to discover us. Women have to let others know where they are going. Men learned a long time ago how to assert themselves. We'll always have to face up to some negative attitudes, but we must not be discouraged."

"Women also have to get used to doing things without the approval of men. We have to show our capacities and we should not be afraid to set ourselves high objectives," Ms. Trepanier says.

"We often heard people say a job was not for a woman. But now more and more women are replying when this comment is occasionally made: It's up to us to decide what type of work we want to do." "Without all wanting to become career women, women are fighting more and more against these negative attitudes," she adds. "More and more women want to work in institutions."

"We will have to show a lot of patience. There is nevertheless a consolation: after all, women who are doing something for the very first time are pioneers. They can find comfort in the fact that they are opening the way to the women who will follow them."

Another under-represented group

Ms. Trepanier concluded by drawing a parallel between women and another under-represented group in the Public Service: the disabled.

"The year for the disabled has opened the eyes of people who did not feel at ease in their presence. Now, we don't take it for granted that they need extra help — that we have to do everything for them. Their need for independence is finally recognized and accepted."



Nancy Smith
Medical Records Technician,
Edmonton Institution



Parole District Director **John Lawrence** (left) presents volunteer pin to **Jim McCuaig**.

Volunteer Appreciation Night

A volunteer recognition night was hosted by the Toronto Parole Office April 13, to recognize area volunteers including Citizens' Advisory Committee members. About 35 persons were present. Pins indicating one, three or five years voluntary service were presented, as well as letters of recognition to three parolees working with Montgomery Centre's Community Organization and Action Program (COAP — see May 30 edition).

Beaver Creek Case Management Officer, **Bill Elliott** entertains dinner guests.



Terminal radiations found safe

The following are excerpts of a letter from P.J. Waight, chief, consumer and clinical radiation hazards division, radiation protection bureau, health protection branch, Health and Welfare Canada, in reply to an enquiry from Commissioner Yeomans on whether there are possible radiation health hazards from Video Display Terminals (VDTs). We use it here because of the increased automation of many aspects of corrections work.

"Innumerable reputable scientific surveys have repeatedly shown, all over the world, that VDTs do not emit x-radiation above background levels. The Radiation Protection Bureau, in the course of its compliance activities under the Radiation Emitting Devices Act, has measured 300 VDTs, comprised of 150 models.

"No x-radiation was measured above background in any of these machines. However, the allegation has been made that x-rays might be emitted below background levels. While we do not agree that this level would be a hazard, we decided to test the VDTs in our low-level counting facility.

"This facility is capable of measuring x-rays of low energy down to a rate of 10^{-9} R/hr. This is 1 millionth of 1 mR/hr and 500,000 times less than the maximum emission rate (0.5 mR/hr) for television receivers and VDTs.

"Nothing has been found. There is no difference between the sets being switched on or off. This, taken with the vast body of other scientific evidence, justifies the statement that there is absolutely no x-radiation hazard whatsoever.

As far as non-ionizing radiation is concerned, we can deal with each type in turn.

"Microwave radiation (above 300 MHz) has never been detected. This is hardly surprising, since the electronic design is incapable of producing microwaves.

"Some low frequency radiofrequency radiation has been detected very close to the surface of some VDTs. However, the levels fall off so rapidly with distance that, at the operator position, they are either non-detectable or significantly lower than the most restrictive national standard.

"The National Institute of Occupational Safety and Health has measured the ultraviolet, visible light and infrared emissions and found that all of these were well below any standard set to protect people.

"In summary, there is overwhelming evidence to show that VDTs emit no x-rays at all, and that the non-ionizing radiations emitted are well below even the most restrictive standard.

"There is no reason for any person, male or female, young or old, pregnant or not, to be concerned about radiation health effects from VDTs."



Acting Regional Manager of Communications, **Jim West**, with his tall Challenge Cup Trophy Won at Hub City Toastmasters Speaking Contest, and other ribbons.

"Look behind the label," top toastmaster advises

How many times do you label people or draw certain inferences about them without looking at the product behind the label? It's a common fault, and served as a winning topic for toastmaster **Jim West**, regional manager of communications in Atlantic Region.

West laid claim to a 20-inch-tall trophy on April 5, when his "look behind the label" speech was good enough to win the Moncton Hub City Toastmasters Club Annual Speech Contest. The win also made him one of two toastmasters to represent New Brunswick at the Miramichi Area Toastmasters Club

annual speaking contest April 22. He placed third out of seven speakers from the Maritimes.

"You know the story," West equipped in an interview. "The ex-offender applies for a job, for example. He must say whether or not he has a record, so he says so . . . and doesn't get hired because of the label. He wanders back to a life of crime."

West planned on taking the presentation, entitled "Intentional Orientation: Pointing and Associating", all the way to the Canadian and U.S. finals this month. Better luck next time!

Briefly

"The Future of Community-Based Corrections"

The 8th Annual American Probation and Parole Association/29th Annual Conference of the Probation and Parole Officers Association of Ontario is using the theme, "The Future of Community-Based Corrections: Strategies and Training," for this year's conferences, being held in Niagara Falls, New York, and Niagara Falls, Ontario, respectively, Sept. 18-21.

"The Electronic Handcuff"

Judge **Jack Love**, of Albuquerque, New Mexico, has devised a unique "electronic handcuff" for probationers. Actually, it's a small radio transmitter attached to a plastic band and worn as an anklet. The transmitter emits a signal that is picked up by a receiver attached to the probationer's telephone. The receiver in turn relays the signal to a computer. The system allows probation officers to know when the probationer strays from his telephone . . . and if the departures listed on the computer printout don't match the probationer's work curfews, then probation officers go to check on their client.

Incentive Awards Program

A "very basic guideline" when submitting a suggestion for consideration under the Incentive Awards Program, advises the Ontario Region newsletter, *What's New?*: "It should be submitted to your immediate supervisor, who will then process the suggestion through the required channels. If this presents a problem, please give (the regional coordinator) a call and we will be happy to offer our assistance."

A/Wardens Health Care meet

Assistant Wardens, Medical and Health Care Services held their first national conference at the Conference Centre in Ottawa, May 17-19. Among the topics slated for discussion were: *Fiscal restraint — the federal situation*, *What are essential services?*, *Evaluation of Medical and Health Care Services — an update*, *Drug and alcohol addiction*, *Addictions and health care in CSC* and, *Access to information and confidentiality — the effects of Bill C-43*. *Lets Talk* will provide coverage of the conference in its June 30th edition.

Drug abuse and teenagers

The Equal Opportunities Division at NHQ is sponsoring an information session, by RCMP representatives, on drug abuse and teenagers, Tuesday, June 14 at 11:30 a.m.

14th Annual Conference SCCA

The 14th Annual Conference of the Saskatchewan Criminology and Corrections Association will feature the theme, "The Impact of Monetary Restraint." More information can be obtained from Stan Bartlett, Vice President SCCA, 863 Athlone Drive, Regina, Sask.; Telephone (306) 565-3810. The conference is being held in Regina, June 8-10.

'Sentence process key to reform'

Justice Minister **Mark MacGuigan** recently said federal and provincial government efforts must concentrate on reforming the sentence process, rather than sentence administration.

New sentencing legislation will be introduced in Parliament during 1983, said the minister, who was chairman of the Parliamentary Subcommittee into the Penitentiary System in Canada in the late 1970s.

Use of sentencing alternatives was the subject of speeches to The John Howard Society, in Lethbridge, Alta, March 11 and to a law symposium at the University of Montreal March 18.

"Evidently we have become accustomed to thinking in terms of alternatives to incarceration," MacGuigan told The John Howard Society. The minister stressed it might be time to abandon the notion that, in sentencing, incarceration is the starting point, and that other forms of sanctions are merely alternatives to it: "It is this assumption that I want to question . . . We might begin to see these alternatives as legitimate, effective and appropriate sanctions in their own right," he said.

Should the objectives of criminal law be deterrence, incapacitation, denunciation or rehabilitation? he asked. He said incarceration is not "cost-efficient" and cited 1981 figures that it cost an average of \$83 per day to incarcerate a convicted offender in a federal penitentiary.

Law symposium

The minister noted during a speech to the law symposium in Montreal one week later that one of the most difficult problems with sentences is their effectiveness — virtually nothing is known about the effect that a particular sentence may have on an offender, MacGuigan asserted.

The federal government intends, through the various reforms already underway, to promote the development of a penal system that will not only recognize clearly the need to protect crime victims and society but also limit the use of prison sentences to cases in which they are absolutely necessary to protect society, he added.

"Whenever possible and justified, criminal law should also promote and provide for reconciliation between the victim, the community and the offender as well as compensation for the injuries suffered by the victim," he said.

Sask Pen warden active in judo

by Linda Lee
Prairies RMC

PRAIRIES — Jim O'Sullivan is well known in correctional circles in North America as the Warden of Saskatchewan Penitentiary in Prince Albert, a position he has held for the past nine years, and as a very active member of both the American Corrections Association and the North American Association of Wardens and Superintendents.

He has another identity in his off duty hours — "Sandan" — which describes his third degree black belt in judo.

A measure of his status in this extra-curricular activity was his selection earlier this year as one of 11 judo officials at the Canada Winter Games held in Quebec in late February. The other 10 officials came from Quebec (7), Ontario (two) and British Columbia (one). At judo competitions, the officials preside at matches either as head referee or as a judge. They work in teams of three; two judges, one referee, taking turns in both capacities.

Jim was very impressed in Quebec both by the quality of competition, and the facility. The competitors were boys in their mid-teens who showed good technique.

The judo competition was held in a hockey rink in the community of la Malbaie which along with Alma, Chicoutimi and Jonquiere, hosted the Winter Games. The competition area was elevated about 1 1/2 metres above the floor, there was indirect lighting, and a "terrific sound system."

Although some concerns had been expressed prior to the Games whether a combination of small communities scattered over a distance of 70 miles could host the event, Jim said the organization was excellent. Every day contestants and officials were transported from the Athletes Village to their place of competition.

Saskatchewan's team won the Canada Cup for the most improved provincial performance, a total of 32 medals as compared to 15 in 1982. Three medals were won in Judo.

Tours Canada

Competitors and officials travelled to the Games on special charter flights. Unfortunately living in the centre of the continent had its disadvantages — Jim left Saskatoon for Bagotville at 04:20 a.m. — and returned at 05:00 a.m.!

A look at Jim's travel calendar at



any time is exhausting. If he is not travelling in his capacity as Warden, or as President of the North American Association of Wardens and Superintendents, he is on the road as a judo official. As a National "A" referee, only two international categories are higher. In addition to his duties at the Canada Winter Games, Jim will be a referee at the Senior Canadian Judo Championships in St. John's, Newfoundland in late May. In addition to his judo expertise, Jim must be bilingual — the language of Judo refereeing is Japanese.

Jim began his involvement in the sport when he immigrated to Canada in the early 50s. He had been an active participant in hurling and Gaelic football in Ireland, but since they didn't exist in Canada he decided to pursue an interest in judo. He is now the Chief Instructor of the Prince Albert Judo Club, the largest in Saskatchewan with 110 members and four black belt instructors. The club's activities centre around the city's new judo club, formerly the gymnasium of the old Prince Albert Provincial Correctional Centre. When the old jail was

demolished in 1982, the then—recently built gymnasium remained and was turned over to the city. The city gave the judo club exclusive use.

Family activity

Jim has turned judo into a family activity. All six younger generation O'Sullivans are active in the sport. His 17-year-old son has been "officially" involved since age six, and participated in April in the International Judo Federation Junior Championships. He has his brown belt (one step below black). The oldest O'Sullivan daughter, a brown belt since the beginning of April, won a bronze medal in the Canadian Championships at Prince George, B.C. in 1982. She has been selected to compete in the National Judo Championship in Newfoundland, and also in the Western Canada Games in Calgary in August. Of his four remaining daughters, another has her brown belt, one has a blue belt, one a green belt, and the youngest, who is seven, has her yellow. Mrs. O'Sullivan remains a spectator; according to Jim, "she feels we might try to get even."

Australian Commissioner notes Canadian advances

Frank Hayes is one of four Commissioners with the Corrective Services Commission of New South Wales, Australia. He visited Canadian correctional facilities for a month this spring, as a private citizen, on his way to England. His experience in corrections goes back to 1951, and includes work inside prisons, probation, parole, the administration of residential care, and field and community activities in the child welfare jurisdiction of New South Wales. Ontario Regional Manager of Communications Dennis Curtis interviewed Mr. Hayes in Kingston during his visit to Ontario Region April 11-12. Here are some excerpts from the taped interview, aired on the radio show CSC Informs May 1.

"To this stage in my journey, I believe the institutions I've observed and the staff I have met are of a particularly high standard. My first observation is on the thrust toward community corrections. The community correctional centres I have visited in Vancouver, Edmonton and Toronto indicates the value that can flow from the bridging process between prisons and the community. These centres, together with the halfway houses, run by The John Howard Society and organizations such as the Seventh Step, demonstrate the value of transitional work between prison and the free community. In the long run, it is the successful translation between custody and control and free society, that is the testing point of the effectiveness of a correctional system. The progress made in these Canadian developments in my opinion is sound and, subject to further testing, should point the way to extended development.

Photo: Dennis Curtis.



John Bailey, Australian Deputy High Commissioner, Warkworth Institution Assistant Warden of Security Sam Brazeau, Warden Mary Dawson, and Frank Hayes, Commissioner, New South Wales Department Corrections.

"One aspect of staffing in which I have an interest following work recently carried out in New South Wales was the extent to which women correctional staff are being used in Canada in male institutions. This development in Canada represents a realistic approach to equal employment opportunities in this field. It is an approach, however, which again expressed in Canada soundness in the gradual building up of experience by women in security and living unit areas. Women officers can make a distinct contribution as officers, not just as women, but as officers. Their work, however, must be tempered by realism so that through careful selection and adequate training and preparation for correctional work, the value of the incoming officers is

not diminished through undue haste in expanding work placements without due regard to the appropriateness of the placement and with particular respect to safety, and to the privacy of prisoners.

"Impressive developments"

"In New South Wales, mixed staffing has been in existence for some time but only on a very restricted basis; it is expanding now, but very slowly. The Canadian developments in mixed staffing to me therefore are impressive.

"In terms of the Living Unit Concept, it is a valuable means of bridging the gap between prisoners and staff in a way which the experiences and the expertise of correctional officers can be used without diminishing the levels of control which are appropriate to particular correctional settings.

"Institutions are going to be with us for a long period of time. . . although there can be an abatement in the use of imprisonment for some types of offenders. It is crucial, therefore, that within an environment of this nature the search goes on for more effective means to make our institutions secure in which the regimes can be humane and from which eventually men and women can return to society somewhat better, than when they came to prison.

"Many people over many years have been seeking these objectives and we know the overwhelming difficulties created by institutional living. The important issue however, is to continue to search realistically for a way through these difficulties but in so doing the contribution that can be made by the prison officer should not be overlooked because that man or woman has a significant and crucial role in institutional life. That is why I believe Canadian corrections has made progress, in the adaptation of the living unit concept to institutional life.

Staff training

The investment being made in staff training and development together with the work of the federal Staff Induction Centre — at all levels, impressed me as good quality work. In New South Wales, staff training has received the same kind of attention and in a similar way to Canada these efforts are paying off in the preparation of staff for correctional work. The staff I met in Canada reflected well-directed work by correctional educators and trainers.

It is a truism that training becomes the cornerstone of the whole correctional edifice, but it is training that is realistic, practical and directed towards ensuring that the men and women entering into and making a career in corrections have the opportunity of appropriate preparation and continuing personal development, in a way which will promote their professionalism and their self-reliance in a most difficult field.

Professionalism evident

"The professionalism of many Canadian officers I have met at all levels is evident and those qualities of teamwork to which I have alluded should not be too elusive.

STOP recurring accidents

Fourth of a series.

You are leaving your office and slip and fall on the floor, hurting your back and right elbow. What prevents you from doing the same thing tomorrow, in a week, in a month? What prevents accidents is the investigation into what caused them:

- Did someone spill coffee on the floor and not wipe it up?
- Did the floor just get mopped and no warning signs were available?

The questions of 'why' are endless. The answers are available from the person who had the accident. It is the supervisor's responsibility to question the employee and find out why. Accident prevention must be based on facts which clearly identify the important accident causes. All the supervisor has to do is complete the form T.B. 330-10 thoroughly and make the recommendations to the joint safety committee to make what ever improvements that are necessary.

lets talk

Let's Talk is a tabloid for staff of The Correctional Service of Canada, published twice a month by the Communications Branch, 340 Laurier Avenue West, Ottawa, Ontario, K1A 0P9, Tel: 995-3031. We welcome your contributions, letters and articles. Send them to your Regional Manager, Communications and in Ottawa to the editor:

Rick Blanchard
Erik Gustafsson
Staff photographer

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Library



Meritorious Service

Vince MacDonald, director, Halifax district parole office . . . "Through his dedication and commitment in the past decade, Vince MacDonald has forged new and productive relationships with the Cape Breton community. His leadership and determination have influenced many people in the criminal justice system."

Meritorious Service

Dr. John Siu, former deputy commissioner, policy, planning and administration . . . "has caused CSC to earn an international reputation as a leader in the application of advanced management principles and practices . . . to the benefit of staff, offenders and, ultimately, all Canadians."



Meritorious Service

Frank Miller, the first classification officer at Kingston Penitentiary, Remission Service member, one of the first members of the National Parole Board, executive director of the National Parole Service . . . "Throughout his lengthy career he has made a significant contribution to all aspects of correctional progress . . ."



Five awards presented at administrators' conference

Congratulations!



Inspector General's Award

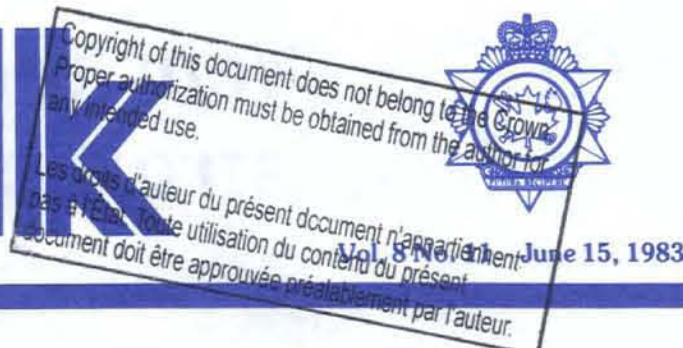
The Federal Training Centre, Quebec, represented here by Warden **Marc-André Lafleur** (left) received the 1983 Inspector General's Award for Excellence from Commissioner **Yeomans** following the announcement by Inspector General **Al Wrenshall** (right). The award was in addition to four Commissioner's Citations for Meritorious Service presented by the Commissioner at a dinner for CSC administrators on Parliament Hill on May 9.



Meritorious Service
Om Chaudry (See Page 2)

• Page 2

lets talk



CSC in top six says Comptroller General

Harry Rogers, Comptroller General of Canada, told wardens, parole district directors and superintendents at the national May Administrators' Conference, that he "admired the progress CSC has made. You were in the bottom quarter only a couple of years ago, and now you're in the top six."

You don't get that sort of result unless everyone is working together, he said.

That was the good news for the administrators. The bad news was that federal government budgets would stay tight and the next decade would be one of "indifferent economic growth." This means high unemployment, deficit financing and an unpredictable tax base for expanding needs such as the

environment, health, education etc. Basically, government departments will have to manage to do more with less by learning to evaluate programs in order to reallocate resources.

Today's administrators and planners will be looking at two components when they allocate funds: the efficiency of program delivery and the program's effective benefits for the public.

Rogers said the Comptroller General's office had developed a cooperative management tool to help administrators make the most of tighter budgets. It's called IMPAC (Improvement in Management Practices and Control).

Resource allocation will be based more and more on program

evaluation, Rogers emphasized. This means objectives must be clearly stated, activities planned, control exercised and results assessed.

Under the supervision of **Willie Gibbs**, director of evaluation and special projects at NHQ, CSC is now well into the Program Evaluation function. A recent example of the benefits of the evaluation process, was that the proposed Federal Health Centre for Kingston, Ontario, was cancelled with a resulting saving of \$40 million. It was found that this centralized approach was not the most feasible or cost-effective approach to psychiatric care for inmates, and that greater use of a multi-disciplinary approach in the existing institutions should be pursued.

Social development staff study forming new association

Ontario Region social development staff are exploring formation of a professional association aimed at promoting social development's role as valued members of the correctional team, and overseeing its professional profile.

Recommending the action were most of the 46 social development staff attending the 2nd Annual Regional Social Development Conference, at the Donald Gordon Centre in Kingston, March 24-25.

All categories

Heads of social development, and social and cultural development, recreation, arts and crafts, and visits and correspondence officers from six major institutions in the region attended, under the

chairmanship of **Les Judson**, development and design officer, Ontario RHQ.

All categories of social development staff took part, notes **Owen Rowe**, head of social development at the Prison for Women. They examined working conditions, and identified issues affecting morale, overall effectiveness and professional status. Guest Speaker **Dr. Desmond Ellis** called attention to, "the esteemed profile formerly envisaged for social development in the recommendations of the MacGuigan Report," Rowe adds. Ellis is coordinator of the LaMarsh Research Program on Violence and Conflict Resolution at York University, Toronto.

Rowe says staff registered "deep

concern lest social development be allowed to degenerate into a self-effacing, non-descript role of being 'all things to all men.'"

The conference uncovered, he says, that there is a need to improve morale. As a result, delegates decided all social development staff "would make common cause with each other both at intra- and inter-institutional levels in the development of camaraderie and esprit de corps."

"Considerable interest was voiced as to the merits of forming an association of social development professionals, and a commitment was made to take immediate follow-up action in exploring the practicability of its implementation," he says.

Living unit model still the best?

Four correctional models were compared recently in a cost/benefit study conducted by **Willie Gibbs**, director evaluation and special projects policy and planning at NHQ; **John Aucoin**, and **David Bowes**, both from special projects. The models were: Living unit, team concept, squad, and an American correctional model called Function Unit Management (FUM) which is widely used in the U.S. system.

An evaluation of the living unit model, carried out separately, was concerned with the apparent high cost of the system and some of its benefits were thought to be doubtful. It was decided the best way to determine the true effectiveness of the LU system was to contrast it with other models, which was done.

Preliminary findings indicate the LU system may be the best.

The American FUM system proved the least costly, but was better suited to American than Canadian corrections because of the way U.S. prisons are organized.

The Squad system (staff rotate among a variety of jobs) proved the least expensive of the Canadian models but benefits were not as clear.

The team concept (staff work closely together as a team) and the LU system were about equal in cost, but the study showed there were more benefits in the LU system. As well, several institutions had been designed around this system.

A final report will be ready in July for the consideration of the senior management committee.

Dyotte to be warden at Drummond

Jacques Dyotte, regional manager of administration Quebec Region, will leave that post to become the first warden of the new Drummond Institution, at Drummondville, Quebec, Commissioner **Yeomans** has announced.

Dyotte has held the regional

manager's position since 1978 and has been with CSC for 10 years. He has held positions including assistant warden of socialization and assistant warden of administration.

The new medium-security institution is expected to receive its first inmates in December, 1984.



Correctional Service
Canada

Service correctionnel
Canada

Canada

May administrators' conference in Ottawa

Strategies for upgrading skills of inmates, computerizing education credits discussed

"We are going to be developing specific strategies for upgrading the educational and industrial skills of inmates", **Marjorie David**, director general, inmate employment, told CSC administrators at the national May conference in Ottawa.

Part of this thrust has already taken place. Regional and national staff are working on the definition of an employment strategy and employment process to better facilitate development of new programs and to place emphasis on the responsibilities of the inmate in the employment process, she said. CORCAN Industries has doubled its sales position with the establishment of a business-like milieu; SCAT testing has been introduced throughout the Service to assist in

the identification of inmates with low level educational qualifications; education courses are being taught by provincially certified teaching staff; unemployment is being kept at a responsibly low level; and the agribusiness program has turned out an unparalleled, successful performance, she said.

A pilot project, scheduled for late June in the Ontario Region, will provide computerized information on inmate education credits received and courses completed, she added. "With this information, parole officers will be better able to place inmates in jobs on the outside best suited to their qualifications", Ms. David said.

"A committee is being established between CSC and Canada



Marjorie David,
Director General Inmate Employment

Employment and Immigration (CEIC) to explore ways of improving services to offenders as well as increased entitlement to CEIC training and employment programs" —

another initiative outlined by the director general. Discussions with ex-inmates and staff of CRCs and CCCs are leading to a better understanding of how the economy is impacting on the availability of jobs.

As David pointed out, "... one out of every four Canadians is illiterate. For CSC, the situation is worse — our latest statistics indicate that 60-66% of the inmates are below employment entry level

(Grade 10). Furthermore, too many inmates who leave our penitentiaries are virtually illiterate." One method of tackling this problem will be through computer-assisted learning, she said.

In closing, Ms. David reiterated: "As you can see, there is still much to be done! In the past, we have received tremendous cooperation and support from you. We need it now more than ever!"

By Harold Paquette

"EMPIRE" — New tool offered administrators

Gavin Hector, director financial management and accounting systems, introduced a new computer software package to administrators attending the national May conference. EMPIRE is not a financial package, like FINFO, he said. "It's a decision-support system especially designed to help managers analyse and compare financial and operational data, do management and long-range forecasting, permit more resource alternatives to be studied, and allow users to do their own analysis. It's very flexible," he said.

EMPIRE, which interacts with the CSC mainframe computer in Toronto, includes six modules: forecasting, simulation, interactive analysis, graphics, data manager and report writer.

Developed by Applied Data Research of New Jersey, EMPIRE



Gavin Hector

"puts the computer into the user's reach." Its data manager module features a prompt for input and output — to remind the user to key in certain commands so anyone can use it. The report writer allows the user to customize his own reports. The simulation module allows

managers to perform "what if" scenarios, enabling them to know what results they can expect from different decisions.

The graphics module enables managers to have the results of their operations visually displayed through the use of bar graphs, pie charts and other types of graphs.

Stan Fields, chief, financial operations pointed out that the Operational Based Costing and Reporting (OBCR) system is now using EMPIRE. Regions will be able to call up their OBCR reports and other data for the 1982-83 fourth quarter using the Operational Information System (OIS) computer.

Training for staff on the EMPIRE package is now being developed, said **John Siu**, deputy commissioner, policy, planning and administration.

Stony Mountain Institution Psychologist receives Merit Award, Citation

By Linda Lee
Prairie RMC

PRAIRIES — Om Chaudry started work with The Correctional Service of Canada in 1964, as the Supervisor of Classification at Stony Mountain Institution in Manitoba. In 1970 he became a psychologist at the institution. At the end of March, the staff of the institution gathered in the chapel to honor Om, as he was presented with a Merit Award Certificate by Warden **Terry Sawatsky**. A cash honorarium of \$1275 accompanied the certificate.

Warden Sawatsky, in presenting the award, said Om has had "a pervasive influence upon the institution, given the many hours he spends working with both staff and inmates to help ease stress."

Warden **Ray Desrochers**, of Bowden Institution, and formerly warden at Stony Mountain, worked

with Om for several years. In a letter supporting the Merit Award, Desrochers said, "He is a very compassionate individual who truly loves all people... He is the type of an individual who one dreams about having on his staff."

In addition to his contributions as a consultant and personal counsellor to staff, and a therapist for inmates, Om was instrumental in facilitating the pioneering of the Volunteer Visiting Program in CSC at Stony Mountain. He also helped pioneer psychological services in CSC, as well as the use of such services at Osborne Community Correctional Centre in Winnipeg. He pioneered the use of biofeedback techniques in the Prairie Region.

Om, in accepting his award, said he was very proud, and at the same time humbled, by the recognition he had received for doing his job.



Om Chaudry, psychologist at Stony Mountain Institution, received the Commissioner's Citation for Meritorious Service, at a dinner during the CSC administrator's conference, in Ottawa, May 9. His citation states: "Throughout his 19 years of service in The Correctional Service of Canada, Om Chaudry has made valuable contributions in the fields of psychology, volunteer visit programs, treatment of inmates and in personal counselling of staff. He displayed exemplary characteristics and maintained the highest respect from staff, colleagues, management and inmates. He exemplifies the type of individual one wishes to have on staff, a model employee."

Knuckles:



Problems and solutions from U.S.

25% overcrowding in U.S. prisons

"We are presently housing 30,000 inmates in a space designed for 24,000" **Wayne Houk**, assistant director planning development with the U.S. Federal Prison System, told administrators at the CSC national conference May 9-12. Houk said this was a matter for serious concern because of the rising tensions caused by overcrowding. Inmate population is very difficult to forecast, he pointed out. It depends on such difficult-to-pin-down variables as which government and what leader wins a national election, economic conditions and trends in public opinion.

Recent overcrowding can be attributed, he feels, to the U.S.'s expanding law enforcement activities and a new public trend towards conservatism. He says he doesn't see "overcrowding subsiding in the foreseeable future." Drug offenses are up 19 per cent and sentences are 11 per cent longer than they used to be.

Halfway houses

To cope with the problem, the Federal Prison System (FPS) is expanding its halfway house system by 25 per cent to offset the overcrowding in institutions. To do this they are currently looking at new halfway house models, such as military barracks which can be inex-

pensively renovated for correctional purposes. The FPS will also expand about half its current facilities, construct four new prisons and fund an alien detention centre, primarily for Cuban aliens.

FPS is also considering that incarceration may not be a solution for all offenders. Houk feels incarceration could be limited to four groups: violent offenders, major narcotic traders (because of the social damage they do); repetitive offenders, and; selected white collar offenders and corrupt public officials. Houk says he thinks a prison sentence is a deterrent.

Costs rise

U.S. construction costs, just like those in Canada, are on the rise. It costs the U.S. \$60,000 — \$80,000 per inmate bed at today's building prices. Prison design now favors a college campus style, maximizing staff/inmate interaction, eliminating towers and replacing them with electronic devices and perimeter controls. The current theory is to have inmates incarcerated with as little restriction as is possible for their security classification.

Houk said the FPS was working with tighter budgets and felt that several levels of management had to work together for the sake of efficiency. FPS uses the FINFO system and likes it, he said.



An artist's conception of Renous Institution, scheduled for completion in December, 1985. Main building with protective custody units is at left, Special Handling Unit at right.

A look at Renous — The project

Construction of water and sewer services is currently underway at the site of Renous Institution, located about 145 kilometres northwest of Moncton, New Brunswick, near the community of Renous, population about 500.

The former ammunition depot property — taken over by CSC in the summer of 1980, — runs alongside the Renous River, which flows to the Miramichi River, in turn emptying into the Gulf of St. Lawrence. The main connecting highway runs between the institution site and the river.

Early planning for the new institution dates back at least five years.

"You are authorized to take over the army property at Renous as agreed to as soon as requested by the Department of National Defence," a telex dated August 29, 1978 from the Commissioner to Atlantic Regional Director General stated.

Planning and design, and then construction of the maximum security facility by Public Works Canada for CSC was approved in principle by Treasury Board in April, 1981.

Planned is a multi-level-security institution capable of accommodating about 250 inmates in protective custody and 80 in special handling units. The protective custody unit will consist of three living units capable of accommodating 80 inmates each, with potential for a



Claude Dumaine, senior program manager, Renous Project.

fourth living unit. The special handling unit will contain five housing ranges of 16 inmates each.

The construction project formula chosen was the "Crown construct" option, instead of the "lease-purchase" route. The main advantage

of this formula is that it allows Public Works Canada to divide the overall project into contract packages of a reasonable size, thus permitting local contractors to submit bids, and allowing several contractors to work on the site at the same time. This maximizes employment of local manpower on the project.

Site clearing — the first contract — was completed in September last year. The second contract, for water and sewer services, should be completed by this fall. Within a few weeks, Public Works Canada expects to award a third contract, for the establishment of a foundation and construction of the structure of the main block of the institution. Approximately nine more contracts will be needed by completion in December, 1985.

Total construction costs are projected at \$72.8 million in (1986) budget-year dollars, of which about \$3 million has so far been expended.

Interim handover from Public Works is expected in September, 1985, to allow a three-month shakedown period for identifying and solving problems within the new facility. Protective custody inmates are expected to arrive by March, 1986.



Marena McLaughlin, personnel manager and Lou McGinn, coordinator of the administration program at Renous.

— The staff

An estimated 360 staff members will be needed to operate the new maximum-security Renous Institution once construction is completed, expected in December 1985.

The Service will aim to staff the majority of the managerial and supervisory positions as bilingual, notes Jim West, acting regional manager of communications, Atlantic. Staffing is aiming for 50 percent bilingual capability overall.

As a result, West adds, the following recruitment sequence for staffing of the new institution will be followed:

First, employees who are already bilingual may transfer to the same level at Renous.

Second, promotional competition open only to bilingual employees — national competi-

tion for warden and assistant wardens, and; Atlantic Region competition, for other supervisory positions. Should vacancies remain, the competition will be broadened to a national basis.

Third, if bilingual employees are not found, the process will be repeated, opening the search to unilingual employees willing to undertake language training.

Six "person-years" have been allocated to the project in 1983-84, West adds. They include Claude Dumaine, senior project manager, Marena McLaughlin, personnel manager and, Lou McGinn, administration program coordinator. Security, finance and, administration and organization specialists will be joining the team soon, he says.

Renous Institution — The community

Renous is located in the Miramichi River region, which has an abundance of natural resources and a very wide variety of recreational, cultural and social activities. The nearest major trading centre is Newcastle, population 6,423, about 20 kilometres east.

Education

Four school districts — including one entirely French — cover the Miramichi Region. Grades one to nine are available at Beaverbrook Elementary, grades 10 to 12 are available in Neguac. The five-member school board was formed in 1982, and is pressing for a new French cultural centre and school, to include grades one through 12 to allow local students to stay in the area.

Post-secondary education in New Brunswick is offered through Mount Allison University, in Sackville, the University of Moncton, the University of New Brunswick, and St. Thomas University, in Fredericton. A number of community colleges offer a range of commercial, industrial, technical and domestic courses. In the selection of education programs, emphasis is placed on the business needs of the surrounding area.

Housing

Central Trust Company, of Newcastle provides this survey of house prices, as of July, 1982. The houses are typical of homes purchased by many of the people transferred to the Miramichi area. While bungalow

and two-storey houses are illustrated, prices generally hold for other types of detached frame homes with the same features.

House One: A basic, detached frame bungalow, three years old, three bedrooms, bathroom, and full basement. Area: 1,092 square feet, located on a fully serviced, 80 x 100 lot. Price, in July, 1982: \$43,000. Property taxes: \$464.

House Two: Two-storey frame house, one year old, four bedrooms, two bathrooms, fireplace and patio. Area: 1,768 square feet, on a fully serviced 8,938-square-foot lot. Price, in July, 1982: \$62,000. Property taxes: \$672.

Recreation

People who come to the Miramichi, from an outside area, to work or

retire often remain because of the recreational opportunities. Not only does the river lend itself to salmon angling, but boating of all kinds is growing. The hunters, cross-country skiers, snowmobile enthusiasts and nature walkers have innumerable resources at hand. Several ski and snowmobile clubs have been formed. Hot, dry summers are conducive to camping and picnics and care has been taken to provide good areas. Some of the best beaches in Eastern Canada are within driving distance. The seacoast is less than 30 minutes away.

Crafts, ceramics, drama, and various musical pursuits, including choirs and folk groups, all have outlets. The Miramichi Folk Songs Festival is a cultural highlight each year.

Service Clubs

Business and social associations and clubs in the area include chambers of commerce, curling clubs, golf clubs, Lions Club, Kinsmen, Rotary, Toastmasters, Kinnettes, Jaycees, Knights of Columbus, Masons, the Legion, Scouts and more.

Medical services

Hospitals in the Miramichi area are located in Chatham — the Hotel Dieu, and the Miramichi Hospital in Newcastle. The Miramichi Senior Citizens' Home and the Mount St. Joseph's Nursing Home are located in Chatham. The New Brunswick Housing Corporation offers apartments exclusively for seniors in Chatham and Newcastle.

Let's Talk about PEOPLE



Lillian Porter, sixth from left, with fellow employees at the Toronto Parole Office, on the occasion of her retirement.

LILLIAN PORTER has mixed feelings about her retirement and says she is really going to miss the gang at the office. After 7½ years with the downtown Toronto Parole Office as case documentation clerk, she retired April 18 with plans for part-time work, possible extension courses and a host of hobbies from painting and decorating to golf and curling . . .

ONTARIO RHQ LADIES took the challenge from Edmonton Parole District Director **Keith Wright**, it appears. In *Let's Talk's* February 15th edition, Keith said he had his hands full with three expectant ladies. Well, seven (!) female employees at Ontario RHQ have news. They are: **Chris Murphy, Susan Gilpin, Lynda Hoyle-Beehler, Lana Harrison, Ginny Leakey, Martha Brown** and **Karen Brown** all of Ontario RHQ personnel. Martha has since transferred to Joyceville Institution, Ginny has given birth to a boy, and since others, are by now new mothers too, *Let's Talk* staff worry they may have to start a "Maternity column" for these challenges . . .

GERRY BABCOCK, formerly senior health care officer at Joyceville Institution, retired with 31 years public service, April 29. He joined the public service in October 1951 with the Department of National Defence and came to corrections in January 1957. Gerry and his wife, **Doreen**, have relocated to Plevna, an outdoors-oriented area about 100 kilometres north of Joyceville . . . **BILL NIVEN**, a parole officer in the York-Central Office, Ontario Region, has been appointed the new executive editor for Canada of *Perspectives*, the American Probation and Parole Association's publication. Bill succeeds **John Roe**, who resigned on being appointed Vice-Chairman, Ontario Board of Parole for the West Central Region. "We are very pleased with Bill's selection," said **Dennis Kerr**, *Perspectives* editor in chief. "He brings years of community corrections and journalism experience to our editorial team." . . . **CHUCK COLSON**, former legal counsel to then-U.S. President **Richard Nixon**, spoke at the Hotel Beausejour in Moncton and Dorchester Penitentiary May 11. Colson's prison ministry program has its roots in his own prison experience after pleading guilty to Watergate related charges in the mid-1970s. Carleton Centre chaplain **George Yates** organized a small social for Colson May 10 . . . **JACK RANKIN**, the Inspector General designate and a former RCMP assistant commissioner, met heads of several branches at NHQ prior to a busy schedule of visiting several field installations including three weeks at Kingston Penitentiary . . .

COMMISSIONER NORMAN S. MARSHALL, commander of the U.S. Eastern Territory of The Salvation Army, has been named national commander of The Salvation Army in the United States. He succeeds former commissioner **John D. Needham**, who died April 13. General **Jarl Wahlstrom**, international leader in London, England, announced the appointment via cable to top Salvation Army officers meeting in St. Louis, Missouri on April 28. Commissioner Marshall, 63, has served in several executive positions of The Salvation Army, including International Secretary for the Americas, and will head an organization of more than 11,000 religious and social service centres throughout the U.S., from the national headquarters in Verona, New Jersey.

A DINNER WAS HELD May 4 at the Laval Campus of the National Staff College for the presentation of plaques for 25 years of service, to **Dusan Pavlovic**, superintendent of the Hochelaga CCC and **R. Desjardins** and **Lionel Perrault** of Regional Headquarters. Retirement certificates were also presented to **Roger Ferland**, **Georges Guéret**, **Raymond Chandonnet** and **Father Robert Sauvé** who worked at RHQ and to **Roger Jourdain**, director of the Regional Reception Centre. A tribute was also paid to **Jean Pagé**, co-ordinator of Regional Operations . . .

TECHNICAL SERVICES has a new chief, branch finance. He's **Tom Scrimger** from Public Works Canada. Tom has had extensive experience in construction accounting and by this summer expects to pass his RIA (Registered Industrial Accountant) final exam. He will be providing a valuable contribution in the area of management accounting and reporting . . . **SYDNEY MARINOFF**, director branch administration for Technical Services, has just been confirmed in his position. He'll be responsible for providing a wide range of financial and administrative services to the Branch at NHQ and in the field. He will also continue previous initiatives such as improved financial planning and budgeting, cash flow, control for construction, and improving administrative policy, procedures, and controls.

lets talk

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welcome your contributions, letters and articles. Send them to your Regional Manager, Communications and in Ottawa to the editor:

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West Office renamed Décarie Sub-Office

The "West Office", located at 300 Victoria Street, in Westmount, Quebec, H3Z 2M8 (Phone no.: 481-0358), has been renamed **Décarie Sub-office**, in order to prevent any confusion between the former and the West Quebec District Office. The change of name has been approved by the Commissioner's Office.

New class in corrections graduates in N.B.

A new, 40-week corrections training program offered by the Miramichi Campus of the New Brunswick Community College will graduate its first class June 17. Grads will receive a certificate in Correctional/Security Services.

"Professionalism and pride in one's chosen occupation are points which are constantly emphasized in the program," notes **Edward Rawlinson**, instructor with the program. "With extensive training in psychology and interpersonal relations, coupled with considerable exposure to actual correctional working environments, the individuals trained in this program can begin their careers with a certain sense of purpose, rather than the tentativeness and uncertainty characteristic of some new employees."

"This training and background should also make the graduates amenable to the most up-to-date methods and training available in the correctional field," Rawlinson adds.

A provincial advisory committee made up of CSC-Atlantic, provincial corrections and justice, and private security company representatives consulted with the college's continuing education department to outline the course of the study. The program began last September.

The course of study includes correctional/security practices, criminology, psychology, sociology, communications, life skills, physical education — unarmed combat, exercise for stress reduction — fire training, an extensive field placement program, and certification in first-aid and cardio-pulmonary resuscitation.

Agreement on health and safety affects most CSC staff

Treasury Board President **Herb Gray** has signed an agreement with Public Service Unions in the National Joint Council, incorporating 16 health and safety standards in collective agreements.

The agreement affects about 200,000 public servants of the 12 unions in the council, including the approximate 9,000 CSC staff who are members of the Public Service Alliance of Canada, and the 400-500 CSC managers and supervisors who are members of the Professional Institute of the Public Service of Canada. Health and safety

Survival

Some prescriptions

We reprint segments of an article by **John Braithwaite**, CSC Deputy Commissioner of Communications, from the February edition of *Corrections Today*, a magazine published by the American Correctional Association, based in Washington, D.C. First of two parts.

Prescription for survival and success

"It's a jungle out there!"
"They wiped us out!"
"They sure had my number!"
"I've been had!"
"Sink or swim!"
"Our backs are to the wall!"

All of these expressions are part of our daily lives and they reflect the risks, stresses and fears of our daily existence. While this article is entitled "Prescription for Survival," it could just as easily have been described as a prescription for success, or even happiness. Survival — which in today's world of work refers to the survival and subsequent flourishing of our concepts, our dreams and our hopes — contributes to the stress and strain imposed on us by the expectations of others and reinforced by the demands we make upon ourselves. All of this greatly increases the pressure under which we work.

If there is stress and strain in modern life, it is even more accentuated in corrections. Whether we are a correctional executive striving to make resources meet the demands imposed on us, or we are the newest rookie to the institutional probation or parole ranks, the pressures are pervasive. They touch us all, great and small. No one escapes them. It has even been said that current leaders in corrections are not certain if they are being followed or merely chased by critics, civil rights lawyers and rampant reformers.

Correctional life is both serious and earnest. There is no doubt that in the fight for survival ties or split decisions are not sufficient.

It is hoped that we can break our constant lunging and lurching forward long enough to benefit from the views of others, to provide ourselves with an opportunity to learn from those in our profession who walk tall, keeping in mind that success at survival, or success in general, is really a journey and not a specific destination.

Perhaps the overall lesson is that corrections, like democracy, will be measured not by its leaders doing extraordinary things, but by its members doing ordinary things extraordinarily well . . . Finally, I would like to express a note of profound appreciation to all who contributed to this presentation. Their comments reflect the integrity, the involvement and, yes, even the preserved idealism, which are scarce commodities in many fields of human endeavor but still prevalent in corrections.

Harry Poole, The Salvation Army:

"Be willing to wait — sometimes years — to see the results of your work with offenders. Looking for immediate results causes anxieties that are energy-draining. Also be willing to accept failure. In many instances, we are working with 'poor clay' to begin with."

Lt. Col. Poole recommends finding external sources of strength. "Mine is a Christian religious experience in which I find daily strength. I have seen others find external strength from other sources. One needs to find the source that meets his or her needs."

Assistance for crime victims

Solicitor General **Bob Kaplan** recently authorized three financial contributions for work with victims of crime. The Vancouver Police Department will administer a \$59,500 contribution to establish services to crime victims, including appointment of a victim consultant to work with the Research Unit of the Attorney General's Department of B.C. Another \$22,200 contribution was made to the St. Leonard's Society North Shore, Vancouver, towards the development of a victim-offender reconciliation program over the next year. The Department of Justice of New Brunswick will use a \$10,000 contribution to assist it in presenting workshops on improving services to crime victims and witnesses.

materials handling, motor vehicle operations, noise and hearing conservation, personal protective equipment, pesticides, elevated work structures, use and occupancy of buildings, and sanitation.

"Let me assure you that matters of health and safety are a major concern to the federal government as employer," the Treasury Board president said. "The agreement we are signing today (March 23) helps confirm the government's commitment to providing a safe, healthy working environment for its employees."



Inspector General-designate, Jack Rankin

Jack Rankin, CSC's Inspector General designate, in his office prior to beginning a tour of Kingston area facilities, including Kingston Penitentiary, Joyceville Institution, the Eastern Ontario District Office and Portsmouth Community Correctional Centre. The former RCMP assistant commissioner of telecommunications and electronic data processing had as one of his many duties the supervision of audits functions of computerized police information services. The Carleton University Science graduate joined CSC on May 11. He plans a visit to Quebec Region in late June and early July.

Law to "gate" inmates proposed

Solicitor General **Bob Kaplan**, placed before the Senate Committee on Legal and Constitutional Affairs draft legislation to create a specific power to "gate" federal inmates on May 12.

"Gating" refers to withholding the early release on mandatory supervision of inmates who are judged to be dangerous by the National Parole Board, and to holding them in the penitentiary until the sentence has expired.

"I am convinced of the value of the gating power," the Minister said, "in order to separate the violent and dangerous federal offender from society for the full duration of his sentence."

Kaplan said that he made the decision to seek Cabinet approval for gating prior to the scheduled hearing of the "gating" appeal in the Supreme Court of Canada, because of the need to have ready a piece of legislation which could be introduced without delay, and which would validate while at the same time defining and placing safeguards on the power to gate inmates. "The issue before the courts is whether or not the power exists under the present legislation to gate inmates," the Solicitor General said, "but most Canadians agree, I think, that the power should exist."

The proposed gating legislation carries a three-year sunset clause,

Mr. Kaplan added, because the Criminal Law Review will be examining all correctional and early release laws over the next few years.

"Until then, however, there is an indisputable need for a method of withholding early release from the dangerous few who represent a predictable threat of violence," he said. "Since I assumed this portfolio just over three years ago, my major concern has always been the protection of the public, particularly against the dangerous offender. For this reason, I have already put forward in Bill S-32 proposed changes to mandatory supervision."

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CORRECTIONAL SERVICE OF CANADA REGIONAL HEADQUARTERS (PACIFIC) EDUCATION RESOURCE LIBRARY



Vol. 8 No. 12 June 30, 1983

Managers must try suggestions before award can be given consideration

Managers and supervisors must give serious attention to implementing suggestions when an employee believes he or she has a good idea to improve work — which may be eligible for a Suggestion Award under CSC's award's program, notes **Yvette Browne**, national coordinator for the program.

"The try-out period is necessary to assess whether the suggestion saves work, time or money, or improves the quality of the work environment," she says.

"If the suggestion looks promising, the manager should implement the idea indefinitely. The employee is then ready to apply for a Suggestion Award."

More information on the awards program is available from Yvette Browne in Ottawa, 995-5374.

Nomination forms for a Commissioner's Citation and related awards, and for the Suggestion Award are now available from your regional coordinator, and at NHQ from the national coordinator.

Pilot project prepares computer assisted learning program for correctional staff

Edmonton and Bowden institution staff can now let a computer "talk" them through a training course.

Indeed, some staff are already working on computer-based instruction aboard their institution's video display terminal but the first real test of how much the machines can do will begin this summer with a pilot project.

Twenty-five correctional staff from each institution are expected to participate in the pilot beginning August 8, featuring *Correctional Procedures* courses.

Each staff member will individually be given a short orientation on the terminals, which are on-line to the University of Alberta's main computer.

Two courses in *Correctional Procedures* — report writing and courtroom demeanor — were selected and adapted to computer by a design and development team of staff training officers last winter, assisted by Control Data Corporation.

"We estimate the courses will require the equivalent of two full working days once staff take the short orientation," notes **Peter Pain**, one of six training officers from across CSC who are working on the pioneering effort.

Each institution has one terminal for the program, set up on a full-time basis.

"Ideally, the supervisor will recommend the course in *Correctional*

Procedures for people who need to strengthen their skills in that area," Pain says.

Professional typing ability isn't required to operate the terminal's keyboard. "The 'pick-and-peck' method is satisfactory and operation of the program is simple," he says.

"The biggest advantage is that the computer can deliver individualized instruction — staff can go at their own pace. The computer manages the instruction and keeps the records."

"A big plus is that the system is based on mastery learning — you really have to answer a good percentage of the questions at each stage before you can go on to the next," Pain adds.

Scheduling for staff on course is yet to be worked out, he says. Once the course is completed, "real improvement should take place back on the job." Following the first training period, the pilot project calls for an extensive evaluation lasting a couple of months. "We know already this method is cost-effective, particularly in Prairie Region where distances to training centres can result in high costs," he notes.

Design and development team members from the National Correctional Staff College, are: **Peter Pain**, Kingston Campus; **Bob Jackson**, and **John Hood**, Mission Campus; **Ed Pallabaroda**, Edmonton Campus, and; **Gerry Portelance** and **Ross Bullett**, Laval Campus.

Various divisions participate in symposium

Female staff discussions at Federal Training Centre

QUEBEC — More than 30 female staff participated in a symposium March 2 at the Federal Training Centre on their experiences while working at the institution, reports **Lyne Bernier**, psychologist. Purpose of the symposium was to get together and share actual personal and collective experiences at work.

The women work in various divisions, including security, socialization, health, administration, technical services, education and training.

It was the first time they had the opportunity to exchange thoughts on common concerns, particularly on their situation and role within the Service. Whether it was an

experience with inmates or industrial relations within CSC, female staff at the centre were very motivated in finding common ground with their perceptions of the penitentiary world, Bernier notes.

Conscious of the challenges they must face, most participants had faith in the future and expressed a desire to follow-up the meeting to study more specifically some of the problems of the work environment, she says. Federal Training Centre management supported this type of training program, encouraging female staff to organize themselves and become further involved in the institutional process, she adds.



Classification workshop in Cornwall

Regional chiefs of classification and classification officers met for workshops at the Transport Canada Training Institute in Cornwall, May 17-19. Topics included classification training and audits, the latter presented by **Harry Bezanson**, director, financial and administrative audit with the Inspector General's Branch. **John Carroccetto**, director of classification, concluded the sessions by expressing "his appreciation with the positive and objective attitude taken by all in dealing with and resolving the many problems and issues that confront us," the minutes state. In the photograph, left to right: **Ewen Newton** (NHQ), **Dave Dahl** (Pacific), **John Carroccetto**, director, **Marena McLaughlin** (Atlantic), **Ginette Martineau** (NHQ), **Marsha Wright** (NHQ), **Irene Robertson** (Prairies), **Jim Stevenson** (NHQ), **Margo Tolls** (Ontario), **Louise Guertin** (Quebec) and **Bill Moran** (Ontario).

Command changes set for Quebec

The wardens of Archambault and Laval Institutions and the Federal Training Centre will exchange their respective posts in a combined Change of Command ceremony in the Federal Training Centre set for July 19, Commissioner **Yeomans** has announced.

Andre Le Marier, formerly Archambault Institution warden, assumes the position of Warden, Federal Training Centre.

Pierre Viau, formerly Laval Institution warden, moves to Archambault Institution as warden.

Marc-Andre Lafleur becomes Warden, Laval Institution, after serving as warden of the Federal Training Centre.

The effective date of the changes was June 13.

Newsmakers in the Regions and NHQ

Ontario: Chris Vaivada



Photos: Chris Vaivada



Rick Lawless, coordinator of the exhibition, with one of his works.

Prison for Women Recreation Supervisor Dorothy Klassen (right) demonstrates one of her many hobbycraft talents to interested visitors.

Arts & Crafts Exhibition

The Staff Induction Centre was the scene of the first Staff Arts and Hobbycraft Exhibition in Ontario Region April 16. About 300 visitors attended the show, adding to excellent staff participation and attendance.

Exhibits included artwork, painting and sketching, wood carving, macrame, quilting and taxidermy and the quality of work and enthusiasm of the participants was evident to all.

Thanks to the staff of the Induction Centre, who provided an impressive atmosphere, to

Kingston Penitentiary Recreation Officer **Rick Lawless** for his hard work in coordinating the event, to **Karl Eckert** and Collins Bay Institution, to the large contingent from Prison for Women, and to those from Kingston Penitentiary, Joyceville and Frontenac institutions.

The show's success signals interest in another for this fall. All interested staff are urged to contact **Rick Lawless** at Kingston Penitentiary.

Surprise presentation

Frontenac Institution was again honored when several executive members of the Kingston Branch of the Arthritis Society paid a visit May 3 to personally thank inmate **Tom French** and Superintendent **George Downing** for all the hard work in fund-raising for the society, presenting each with a society tie and scarf. Frontenac last year raised over \$1,000 from its ball tournaments and open house and this year aims at increasing that amount. Congratulations, Frontenac!

Pacific: Eila Loughlin

The University of Victoria Program at William Head Institution held its Third Annual Recognition and Awards Ceremony May 15 at the institution, notes **Henry Hoekema**, university coordinator.

A total of 30 awards were presented to the inmate students, who had either achieved the highest grades in their courses or were judged by their instructors as having advanced the most during their courses. Inmate **Myles Sartor**, for example, completed the necessary courses for a Bachelor of Arts degree in history from the university, and is within seven and a half credits of a second degree in psychology. Sartor, in the Valedictorian Address, paid tribute to **Dr. Douglas Ayers**, whose efforts led to university programming inside prison. The new university graduate, who had studied for six of the program's

10-year history, called for the continuation of the university program at William Head Institution.

He also paid tribute to **Dr. Tony Parlett**, **Henry Hoekema**, **Dr. Jacquie Nelson**, **Wayne Knights**, **Dorothy Sullivan**, **Dr. Phil Bartle** and his fellow students.

William Head Warden **Arlie Bender**, in a separate address, informed staff, faculty, students and guests that an alternative funding proposal is being developed for inmate-students wishing to pursue an academic education, Hoekema reports.

Inmate-students recognized during the ceremony are working towards completion of grade 12 upgrading courses and university courses with a view to improving their academic skills, and reducing their chances of recidivism, he adds.

Atlantic: Francine Phillips

Sand River offers life skills program

Sand River Community Correctional Centre residents are working their way home by participating in the centre's woods training program. But there's more to the centre — its six-week life skills course goes right to the heart of helping offenders adjust themselves to freedom.

Communication skills, problem solving, inter-personal relationships, job search, budgets and dealing with drugs and alcohol were all on the agenda for the 10 residents who completed the course this spring. Course instructors **Jim Osborne** and **Arden Fletcher** arranged the program so participants "could look at themselves and learn self-confidence in preparing to adjust to their upcoming release into society," Osborne said.

Fletcher, commissioner at Sand River, instructed a wilderness challenge component. Residents learned orienteering, climbing and rappelling, winter camping techniques and various

exercises aimed at helping them develop creative uses of their leisure time.

Residents had two things to conquer on the wilderness portion, Fletcher said, "fear and acknowledgement of one's own abilities . . . everyone got the job done well."

Certificates and medallions marked successful completion — "all of us wanted to be a winner sometime in our lives, and receiving these certificates means to some of us being a winner for the first time ever," one resident said on receiving his award at a banquet. Two residents, overall winners of the wilderness challenge portion, received individual trophies and had their names placed on a larger award on display at the centre.

Sand River CCC, formerly Shulie Lake Institution, plans to again offer the life skills program in addition to employment in its woods operations.

NHQ:

Elizabeth McGinley

The 259 NHQ and Ministry staff who participated in the May 15-23 National Physical Activity Week at 340 Laurier Avenue West climbed no less than 10,851 floors, conquering "Mount Neverest" in the process. The sherpas would have been proud!

Purpose of the exercise was to "reach the top of Mount Neverest" by going up a minimum of 27,000 stairs in one week, explains CSC "Bigfoot" **Norm Kalnay**, whose job it was to convince Health and Welfare Canada our limbs and lungs actually enabled us to climb in such thin air.

"I'm a 10" stickers were handed out to staff who climbed twice a day for five days; 36 staff climbed more than 100 flights!

The stuffy, windowless stairwells were filled . . . with the bodies of employees from all branches, walking or crawling the stairs sometimes several dozen times a day. Needless to say, the summit was reached only part way through the week.

Some of the CSC "Sherpas" guiding their branches in the climb were **Rita Lambert**, **Monique Simard**, **Dana Macies**, **Larry Elman**, **Elizabeth McGinley**, **Sandy Szabo**, **Chris Marr**, **Bob Cooper**, **Robert Boucher**, **Al McDonald**, **Josette V.-Horvat**, **Ann Marie Trudeau**, **Jocelyne Monette**, **Eva Plunkett**, **Lucille Lasalle** and **Dennis Simonin**.

Prairie: Les Shand

Calgary parole hockey players, left to right: **Steve Silburt**, **Brian Ikachuck**, goaltender from the See Hawks, **Gil Taylor**, **Paul Chambers**, **Greg Patterson** and **Mike Johnston**.

Parole takes on the See Hawks

Parole officers from the Calgary District Office and Altadore CCC staff recently took to the ice for their annual "blind" playoff with the Calgary See Hawks, at team from the Alberta Sports Recreation Association for the Blind.

See Hawks with red helmets are totally blind, and those with blue have partial vision. Instead of a puck, which can't be seen or clearly heard, a tin can filled with ball bearings is used during the game.

See Hawks took an early command of the hockey game,

but the outnumbered parole officers fought back in the dying minutes from a deficit to win the match 7-5.

Calgary parole officers, without a netminder, attempted to get District Director **G.P. Spiro** to fill the gap between the pipes. Spiro declined the offer, so a partially-sighted See Hawk came to the rescue.

Both players and spectators enjoyed the game immensely, and are looking forward to a rematch next year.

Quebec: Michel Lauzon

Cooking certificates presented at FTC

Staff will recall that the February 28 edition of *Let's Talk* reported that 50 inmates were receiving theoretical and practical training in cooking at the Federal Training Centre.

On Thursday, April 21, 27 of the 50 students received Quebec Department of Education certificates recognizing the various duties they can perform on completion of their apprenticeship.

The certificates were presented by Warden **Marc-André Lafleur**, at the end of the students' 24-month work contract.

For the occasion, **Raoul**

Cantin, regional manager, training and employment, representatives of the socialization division and local school boards, were the guests of the Assistant Warden Technical Services, **John Cyr**, and of the Superintendent of Food Services, **Réal Ahern**.

Students specialized in four areas: salads-vegetables, roasting-grilling, butcher, and pastry-cook.

A delicious buffet prepared by the students themselves was presented to the guests, who warmly congratulated the recipients for their efforts and success.

Photos: Crombie McNeill

Health Care

First national conference

"Yes, it was a success!", agreed assistant wardens and colleagues from Medical and Health Care Services Branch throughout the five regions of CSC. Their first national conference, held May 17-19 in Ottawa, brought together divergent views of professionals with a vast amount of expertise in the delivery of health care to offenders. Subjects discussed during the three-day sessions included fiscal restraint and essential services, security, budgets, medical records, evaluation of services, drug and alcohol addiction, and working relationships between health care and psychiatric centres.

In his introduction, Dr. **Dan Craigen**, director general of the branch, said the present-day recession, "... has also had its impact on The Correctional Service of Canada, and therefore on the Medical and Health Care Services Branch."

Problems and related issues, such as reducing 24-hour health care coverage, dental services, and care of the mentally-ill offender, were examined and compared with community services. Until legal and ethical complexities have been resolved, 24-hour coverage should remain, said a representative from Ontario Region.

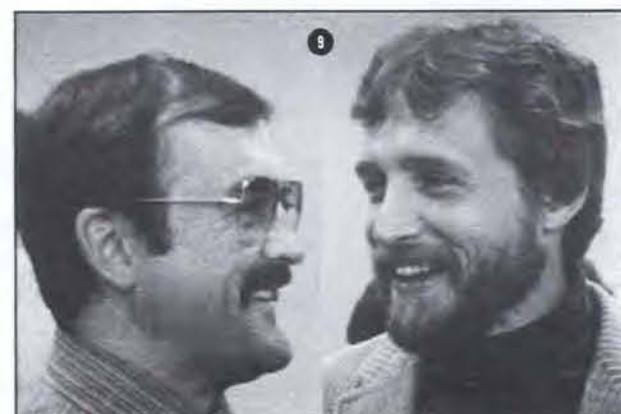
Change, said Dr. Craigen, never a stranger in the health care profession, is here to stay in CSC. But

discussions such as this conference, will help shape the future of medical and health care services in the Service. A study on staffing in health care centres, recently proposed, is expected to make a significant contribution to clarifying the role of the centres in relation to quality and quantity of work.

For staff at National Headquarters, laudatory reaction to the conference more than compensated for long hours of planning a first-time national conference. So much so, it was announced the three-day meeting would be an annual event... possibly stretched to four days.

The conference has given us food for thought, was the agreed opinion during coffee breaks, which became an extension of the conference agenda. Here are informal photographs of staff and guest speakers exchanging points-of-view — with coffee and donut holes (centres). As one facetious regional chief, nursing services remarked, holding out a donation of pennies and one lonely dollar in a partially filled basket — "What about whole donuts for the next conference instead of donut holes!" — A convivial moment, summing up the warmth of colleagues working together at their first national conference.

1. Health Care Services — assistant wardens, regional managers and chiefs, nursing services, directors of nursing service, and executives of psychiatric centres, during the beginning of their first national conference, Ottawa, with guests from other branches of CSC. 2. Louise Guérette, Quebec. 3. Lyne Bourgeois, Dorchester, Jessie Reid, Sask. RPC, and Marnie Couckell, Bowden. 4. Couckell and Reid. 5. Mike Dainard, Millhaven. 6. Richard Stockbrooks, Mission, and Marg Ruttan, PFW. 7. Panel on drug and alcohol addiction — Janet Gaskin and Tom Franklin, Addiction Research Foundation, Gene Mykyte, Pacific headquarters, Peggy Searle, Stony Mountain Institution, and Rita Grenier, FTC. 8. Norah Brochu and Dr. Dan Craigen, DGMS in Ottawa. 9. Bob Tuck, Saskatchewan Penitentiary, and Tom Franklin. 10. Dr. Jean-Guy Harris, Leclerc Institution, and Shirley Smale, Medical and Health Care Advisory Committee.



lets talk

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Erik Gustafsson
Staff photographer

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Volunteers, staff evaluate project

QUEBEC — Fourteen staff and citizen volunteers within the Metropolitan Montreal District of Parole met March 29 to evaluate and share information on a citizen-volunteer project promoting social reinsertion of inmates, which was begun last fall.

Sonia Marion, Guy Castonguay, Bernard Martin, Gilles Thibault, Michael Curtis, Claudine Bertrand, Elise Jacques and Pierre Martel — all volunteers, discussed their experiences at some length with staff, six months after they had attended a training session.

Staff members at the meeting Jacques Racicot, district community resource officer, Guy Villeneuve, acting district manager, Maryse Rioux, case management officer at the Longueuil area office, Michel Gagnon, Martineau CCC group leader, and Manon Pichette, trainee at Sherbrooke CCC.

Staff report the meeting enabled them to realize fully the enthusiasm and high commitment of volunteers towards the project, and were able to define precise goals, their needs and some means to satisfy these. With its successful outcome, more meetings are planned to enable the volunteer

group to develop and keep their enthusiasm.

Staff need to learn to work with volunteers, said Michel Gagnon of Martineau Community Correctional Centre. Volunteers expressed the need to promote more information exchanges among staff, residents and volunteers.

All participants pointed out how important it is for residents to follow through with his or her commitments.

Volunteers and staff plan to develop the project further. It was also decided to have the volunteers tour one or more institutions.

• from page 1

"Gating" dangerous offenders

"The changes (to mandatory supervision) will tighten up that program considerably, so that if an inmate on mandatory supervision has shown by his conduct that he is returning to a life of crime, he can be returned to the penitentiary for the balance of his sentence," the minister said.

In addition to these initiatives, Kaplan noted that authority exists in the courts to restrict dangerous offenders at the time of sentencing under section 688 of the Criminal Code, by imposing indefinite sentences under which mandatory supervision is not available. The Solicitor General will continue to encourage provincial Attorneys General to make more frequent use of section 688 to offer a greater degree of public protection from violent offenders. In the last six years, only 31 offenders have been given indeterminate sentences under Section 688. "If more were sought, I believe more would be obtained," he said.

Kaplan stressed that he expected the gating power would apply only to a small number of clearly dangerous persons whose records show a pattern of past behaviour or an act of such brutality that they must be considered a threat. The proposals call for the criteria for gating to be virtually identical to the criteria in the Criminal Code for indeterminate sentencing of dangerous offenders. Under the proposed legislation, decisions about gating will be made by the National Parole Board, with intended candidates receiving at least 30 days' notice of the fact that the action is being considered in their case.

Inmates will receive a hearing at which they can be assisted by a lawyer and can call on other persons to speak on their behalf. Review by the Federal Court would be available through Section 28 of the Federal Court Act. "Judicial review is an important part of this package, as it will help to safeguard the rights of the individuals affected," the minister said.

Prescriptions for survival

How to handle stress. Second of two parts from an article by John Braithwaite, deputy commissioner of communications, appearing in Corrections Today magazine, February edition.

Jim O'Sullivan, Saskatchewan Penitentiary warden:

"We have all seen the results in individuals who did not learn to cope with stress effectively. Alcoholism, marriage breakdowns, burnouts, discontentment and rigid authoritarianism among our co-workers are often due to inappropriate reactions to long-term stress. Yet we have seen those in similar situations who are able to continue being motivated, content and productive year after year."

"... A regular exercise program is often seen as using time that could be spent more productively. This is a mistake. The daily practice of exercising strenuously keeps a person fit and able to cope with the negative physical effects that stress has been known to induce. It also has a relaxing effect mentally and can provide a certain feeling of accomplishment. Situations do not seem nearly so overwhelming after jogging a couple of miles."

"Your family is probably the most important asset you have. Many take their families for granted while overextending themselves at work, only to find out later what they have lost. Your family may have to make certain sacrifices so that you can be successful at work, but you must maintain your perspective. Be sure to make time to spend at home and involve yourself in family activities."

"Remember to keep your perspective on your work. There are few situations that do not have humorous aspects to them. Be able to laugh at it all now and then."

Robert J. Wright, chairman of the Maine Parole Board

Mr. Wright explained that many years ago he learned the value of one of the greatest inmate programs in existence, Alcoholics Anonymous. "One of their tenets, maybe you might call them slogans, is 'first things first.' Never was there a more helpful guideline in coping with dozens of minor and major problems. If you don't list priorities, you will become lost in the maze of minutiae. One of the secrets in applying this simple slogan is delegation. Unless you discipline yourself in the fine art of delegating responsibilities, you are surely headed for the heart attack/ulcer route. Take this from one who has been there."

"Another simplistic tenet of AA is 'easy does it.' All that really means is disciplining yourself to 'cool it,' to calm down, maybe even cogitate on the problem for a few hours or even days. Strange how often solutions come to you, maybe in the middle of the night, while you're driving back and forth to work or in another unanticipated moment. I'm not suggesting procrastination because this is another of the deadly sins of administration."

W.J. "Jim" Estelle, Jr., is director of the Texas Department of Corrections and an E.R. Cass Award recipient:

"It may be an oversimplification, but for me, working hard for as long as you need to on any given day, turning it over to God for the balance of the day, coming back the next day without dwelling on whatever mistakes were made yesterday, and not worrying too much about what the next day might hold, seems to be the best response to what some perceive as stress or survival."

"There are a number of other techniques that go to support that basic attitude; one of which is being honest with your fellow workers and the inmates with whom you come in contact."

He also stressed the need to have at least one confidante, "in whom we have implicit and complete trust; a person with whom we can discuss without reservation any problem, personal or professional, without fear of it going any further."

The most effective prevention, according to Mr. Estelle, is a general state of good health and physical condition. "Good diet, physical activity, moderation of alcohol intake and abstinence from smoking contribute tremendously to one's ability to more nearly enjoy the rigors of our work."

"If there is one critical piece of advice I would offer anyone entering into correctional work that overrides everything else, it would simply be: Don't get excited, even when things are tense — especially when things are tense. That rule needs to become part of your internal discipline."

Martha Wheeler, former state female institution superintendent and E.R. Cass Award recipient:

Looking back on her career, she commented: "I do not know whether it is possible to manufacture love for a job or if it just has to grow naturally. Whatever the case, it seems to me that the ingredients include belief that the job is important, that it is worthwhile, that it needs you to do it and that you can do it well. In corrections, it promises you a rose garden, complete with thorns."

"A useful technique for reducing stress is to arrange to share it. Sometimes managers and supervisors have trouble believing that others are capable of being full partners; however, developing a genuine, functioning team can help to distribute the burdens so that each has only a manageable load. Finding out who is better than you at doing something can be a big help."

Let's Talk about PEOPLE

RENOUS INSTITUTION's people are already making advance preparations for staff and programs of the new penitentiary. Coordinator of the administration program is Lou McGinn, who joined CSC in 1966 as a classification officer at Dorchester Penitentiary. He was regional coordinator of classification at Atlantic RHQ from 1975-79, and since has worked at a myriad of jobs and training programs, including eight months as coordinator of planning and evaluation for Security and six months as Institutional Preventive Security Officer. Lou now has his hands full with three principal tasks: creating an action plan for the recruitment, staffing and training of all Renous personnel; selecting furniture and equipment, and; developing the institutional programs, routines and procedures for opening day. . . . MARENA MCLAUGHLIN, regional chief classification and compensation at Atlantic RHQ since August, 1982, was seconded to the Renous Project Team in April as personnel manager. Besides handling public enquiries and duties of her former position, Marena is involved in a survey of CSC staff across the country in determining their interest in transferring to the Renous area. . . . SENIOR PROJECT MANAGER for Renous, Claude Dumaine, has the responsibility to bring together "whatever it takes to get the institution going," he says. Dumaine's corrections career began with the National Parole Service in Winnipeg in 1967. He was district director at Laval the following year. Claude

was actively involved in training staff in group counselling methods, developed problem-solving sessions using the role-playing method, and sat on an advisory committee for the Province of Quebec to institute college level educational programs in the correctional field. He became regional director of parole, Atlantic in January, 1975, and regional executive officer, Atlantic in October, 1979. . . . REG CAULFIELD, supervisor of recreation at Springhill Institution, was selected to represent Nova Scotia at the Canadian Basketball Championships, hosted by the Centennial, Humber and Seneca Colleges in Toronto, March 23-26. Reg's 12 years as a basketball official has seen him rated as one of the premier basketball officials on the Atlantic University Board, and officiate at the Canada Games, the Pan American Wheelchair Games, the Atlantic University Athletic Association playoffs in Halifax and others too numerous to mention. . . . JANET SMITH has assumed responsibilities of the regional chief, administrative services in Atlantic Region. She had acted in the position for about four months prior to the February 4 appointment. Janet joined CSC in April, 1971, as a stenographer in the typing pool at Dorchester Penitentiary, moved to clerk to Institutional Boards, then secretary to the Dorchester warden. Among her first duties was the revamping of the records management system in accordance with the national system. . . . FAYE CLOW was appointed coor-

dinator privacy and access to information at Atlantic RHQ February 22. Prior to her arrival at RHQ, Faye was social and cultural development officer at Dorchester since December, 1980. . . . TRURO PAROLE OFFICE employees Grace Brown and Irene Kelly are using the Laubach method of teaching people to read. The successful method was developed by Frank Laubach to teach illiterate Phillipino people to read and has spread to many countries. Grace, an 11-year parole veteran, has been teaching Laubach for the past eight years as a volunteer. Her students have included illiterate inmates of Cochester County Correctional Centre. Irene, with CSC for six years, is also working with Truro Office Manager Flora Conley on the COBEQUID HELP LINE providing a listening service in the Truro area to those needing help, information or simply want to talk. . . . TED JAMIESON, director, information access at NHQ, notes regional coordinators for information access have also been named in Quebec Region — Robert Coallier, and Ontario Region — Joan Baker, and that staffing of the position is underway in Prairies and Pacific regions. . . . TECHNICAL SERVICES Director General Tom Crawford is away from his office at NHQ for French language training. Acting in his place is Gerry Hooper, former director of special projects, policy and planning, at NHQ.

Pacific wins Hall Trophy

Pacific Region shooters at the National Weapons Competition in Regina were awarded the T. (Tom) W. Hall Trophy for the highest team score among shooters from the five CSC regions. Pacific's **Mike Henry**, **George Girling** (Kent), **Ken Mead** (Elbow Lake) and **Ed Pingrenon** (RPC) blazed an aggregate score of 1,807/2,000 to win the honor. CSC's national competitions, held June 21 at RCMP Depot Division ranges, also produced three *Master Shot Award* winners: Henry, RHQ Pacific (569/600 or 94.8%), **Luc Beauregard**, Cowansville (561/600 or 93.5%) and **Wayne Langille**, Springhill (558/600).

However, CSC lost the *Solicitor General's Challenge Cup* to the RCMP during the top-level handgun match the following day. RCMP Corporals **R.A. Gomes**, **J.R. Gauthier** and **J.F. Svoboda** fired 1692/1800 against the 1573/1800 of CSC's Langille, Beauregard, and **Pete Peterson**, of William Head. **Individual results at CSC's National Competition:** Ken Ferguson, Springhill, *Security Rifle* (378/400); Girling, *Non-security Rifle* (375/400); Beauregard, *Security Revolver* (561/600), and; Henry, *Non-security Revolver* (569/600). Henry, Beauregard and **Chuck Dunlap**, RPC Prairies, will compete in the 1984 *Challenge Cup*.

Let's Talk

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Vol. 8 No. 13 July 15, 1983

Gallup: Public more supportive of staff

A Gallup survey conducted during May for CSC Communications Branch found 53.6 per cent of the 2,111 respondents across Canada view institutional and parole staff as doing a "very good job" or "good job" while only 22.2 per cent answered "poor" or "very poor job" when asked for a general opinion. (23.9 per cent didn't know.)

Quebec Region respondents were the most positive, 56.9 per cent saying "good" or "very good." The favorable opinion was up more than 11 per cent over results of a Gallup poll in May, 1982.

Gallup also found 50.1 per cent stating protection of the community as the most important goal of CSC, as compared to punishment (21.6%), rehabilitation (27.2%) or didn't know (1.2%).

The public's opinion, again on a national average, is that existing rights

and services extended to inmates are "more than adequate" (37.6%), "about right" (30.7%), "less than adequate" (12.2%) or "don't know and not stated" (19.4%). Pacific Region respondents were most positive about existing inmate rights and services extended: 79.1% said they were "about right" or "more than adequate."

Asked for their opinion of where emphasis should be placed within the penal system, a national average of 57.3 per cent of the respondents favored "assisting the inmate to participate in programs that may assist their eventual return to the community, even though some risk may be involved," compared with 35.3 per cent who chose "keeping the inmate securely confined and closely supervised even to the detriment of rehabilitative programs."



Photo: Karl Niemann

Peace Officers Team Jog-A-Thon

ONTARIO — **Don Pyke**, assistant warden of security at Joyceville Institution, receives the Molson's Peace Officers Team Cup on behalf of the Joyceville "Striders", from Joyceville's **Dennis Halsall** (right) and NHQ's **Norm Kalnay** (centre). Halsall organized the run for "Operation Courage" team members and other CSC staff to get together, burn off a little steam and have a lot of fun at the CSC Peace Officers Jog-A-Thon on Sunday, May 15, which began at the Staff Induction Centre in Kingston, with Ontario Deputy Commissioner **Art Trono** doing the honors.

Case management study outlines improvements

Psychologists and welfare program staff over the next 12 to 18 months will see streamlining of work methods to free up time for direct client-related activities, Deputy Commissioner, Offender Programs, **Gord Pinder** said in letter to the staff on June 3.

The letter provides affected staff with an update on a number of developments resulting from a two-part study, whose recommendations were almost all adopted by CSC's senior management committee in March.

Streamlining, a review of contingency and multi-year operational plans and a new staffing/workload formula are now in the works, the deputy commissioner said.

"Case management is fighting a paper war which we will win," Pinder said.

"I am examining the efficiency and effectiveness of the current administrative systems in case management. This will mean the early introduction of automation and other streamlining measures, thereby reducing the current officer and support staff workloads and providing optimum time for the major responsibilities of the job," he said. Department of Supply and Services consultants submitted their results in February. Since then, the deputy commissioner said, he discussed findings with senior management of the National Parole Board as well as representatives of the Union of Solicitor General Employees. Written questionnaires and personal interviews were the main sources of hard information. Of the approximate 1,250 WPs and psychologists and associated clerical support staff in CSC, 275 WPs were surveyed in writing, along with 34 members of management at all levels. Eighty WPs across the country were interviewed in person. Another 60 psychologists participated. "In the climate review portion of the study, significant opportunities were identified for an increase in job satisfaction," Pinder noted.

"The main areas of dissatisfaction among our Welfare Program staff and, to a lesser extent, psychologists, were red tape and paper burden, pay, differing objectives within CSC, management lack of sensitivity towards WP roles, public perception of WPs, and management's failure to fully utilize WP skills and talents," he said.

"Senior management committee is committed to aggressively addressing these issues in the short term," he added.

WPs were found to be more positive in their overall work attitudes, however than was predicted by managers interviewed at the national, regional and local levels.

"This is somewhat heartening inasmuch as it indicates that at least we are aware of the problems facing staff in the field," the deputy commissioner said.



René Roy

QUEBEC — Laval Institution teacher **René Roy** has become the second CSC staff member to reach the rank of Commander, Order of the Holy Sepulchre of Jerusalem. Pope John-Paul II approved the promotion recently. Insignia of Roy's new rank will be presented at Notre-Dame Basilica, Montreal, during an investiture ceremony September 25. Roy joins **Colonel Piuze**, former warden of Saint-Vincent-de-Paul Penitentiary (1903). Roy has been with CSC since August, 1964.

CBC "censors" parole hearing

John Kastner is an award winning television producer/writer with CBC Television. The following article was used in a speech given by Kastner as guest speaker at the Parole/Police conference in Waterloo, Ontario last November, as well as at other correctional functions. Guelph Parole shares it with Let's Talk readers.

By John Kastner

To understand the language used by those employed in the Prison and Parole systems of Canada you need a BA: a Bachelor of Abbreviations. To the ear of an outsider they speak in a strange tongue, that no mere mortal can possibly comprehend. Which is why the CBC has decided to suppress the footage of a parole hearing we filmed recently. We feel the public is not ready for this kind of talk. Read this partial transcript, and judge for yourself:

National Parole Board member (addressing an inmate): "We're turning you down, Jones. Here's why: you were transferred to KP from CBI. You were declared a DSO and put into PC. But PC isn't helping you any. Your CA indicates that you told your CO from KP that your C/L wife in T.O. will be happy to have you back. But when asked this by your PO in T.O., she said: 'NO!'"

"As for your FPS — Well, frankly, your FPS is PU!"

"Your institutional performance is definitely N.G.! You disobeyed a CX-4, assaulted a CX-6, and smeared mint-flavoured Crest over your LUO!"

"For a moment we thought, well, maybe a UTA to a CCC. But on your last UTA you went UAL! In fact, you went UAL as soon as you left KP! You didn't even SEE the CCC!"

"So my advice to you, my friend, is as follows: Forget about your PED, about FP, about DP, about ANY kind of P!"

"Wait for your MSD. Obey your CX's. Avoid your LUO. TALK to your PO! Talk to your CO! Go to AA — and with luck in a year you'll get one TA from KP before your MSD! Do you have anything to say, Jones?"

Inmate:

"Just one thing: F.U.!"



Pelletier, McKay and Stephenson

Inmates will learn by computer

Pilot projects at four institutions beginning this summer will offer inmates computer-assisted learning programs in high school language and mathematics courses developed by Compris Ltd., of Ottawa, and through the Ontario Institute for Studies in Education. **George Stephenson** and **Dave Charlesworth**, of Warkworth, **Pauline Pelletier** and **Robert Paquin**, of Leclerc, and **David McKay** and **Dan Joseph**, of Springhill spent June 14-16 in Ottawa familiarizing themselves with the pilot projects. At Stony Mountain Institution, staff will conduct a fourth pilot. The computer terminals at the four medium-security institutions will be on-line to a main computer in Winnipeg.

ANNEE MONDIALE DES
COMMUNICATIONS
WORLD COMMUNICATIONS
YEAR
AÑO MUNDIAL DE LAS
COMUNICACIONES



Correctional Service
Canada

Service correctionnel
Canada

Canada

"The Grey Fox"

United Artists Classics Release
Produced by Peter O'Brien
Directed by Phillip Borsos
Starring Richard Farnsworth as Bill Miner
Reviewed by Tony Martin
Regional Chief, Financial Systems & Procedures

PACIFIC — If you are planning to see "The Grey Fox" because you think the film was made in B.C. Penitentiary and you want to see the old place on celluloid, forget it. The only view you get of B.C. Penitentiary is about five seconds at the beginning of the movie where legendary highwayman Bill Miner is being released from San Quentin prison. All you see is a cell door and the "old hole" which was used for close confinement prior to 1965.

"The Grey Fox" tells the story of old time stage coach robber Bill Miner who is released from San Quentin in 1901 after serving 33 years. Miner finds that stage coaches are now passé and he has to look for a new target on which to "set his sights". The film shows him viewing silent movies in a Nickelodeon and it is here that he apparently gets the idea of robbing trains.

It is not your usual John Wayne-type western and although it does have action scenes it does not resort to posers and shoot outs — except for the flashback scenes from the silent movies. The acting is very good and the scenery is magnificent.

I have read Miner's penitentiary file many times over the past 20 years and factual errors are probably more noticeable to me than the average filmgoer. Naturally, some things were changed to accommodate the script. For example, a tattoo was shown on his right hand — presumably to be noticeable when shaking hands — instead of the left; a couple of scars were added — for the benefit of the bedroom scene. Miner, played by **Richard Farnsworth** looked much taller than his actual 5'8" and I also noticed that they lopped five years off his age — he was born in 1842, not 1847.

All in all I think "The Grey Fox" is a good movie, deserving of the seven Genie awards that it received and a picture well worth seeing.

Edmonton excels at Prairie shoot

By Les Shand
Asst. Prairie RMC

PRAIRIE — Edmonton Institution shooters took top honors by capturing two out of the four individual titles and marking the highest team aggregate score in the region's weapons competition near Saskatoon June 8.

In all, 24 security and 24 non-security representing the six major institutions in the region met for the annual competition, the region's 10th, held at Canadian Forces Base Dundurn. The event was co-sponsored by RHQ and the Regional

Psychiatric Centre. Edmonton Institution shooters took top aggregate honors with a score of 1801/2000, under heavy fire from Stony Mountain marksmen, who collectively shot 1698/2000.

In individual competition, **Ted Howard** of Edmonton Institution took the security rifle title with a Master Shot score of 382/400, or 95.5 per cent. **Bill Braunberger**, of Drumheller Institution, won non-security rifle with 360/400, or 90 per cent.

Security revolver competition pro-

vided suspense of tie Master Shot scores, between **John Thompson**, of Edmonton, and **Chuck Dunlop**, of the Regional Psychiatric Centre, each shooting 560/1000 or 93 per cent. A count of bullseyes gave it to Dunlop, 19-14 over Thompson.

Tom Turner, again from Edmonton Institution, took the non-security revolver title by shooting 517/600 or 86.1 per cent.

For the four individual title winners, it was on to the CSC National Competition, held in Regina at RCMP Depot Division ranges June 20-23.

The Retired Federal Prison Officers Association of Manitoba, reminds us to stay in shape and watch out when:

You get winded playing checkers;

You sit in the rocking chair and can't get it working;

Everything hurts and what doesn't, won't work;

You sink your teeth into an ice cream cone . . . and they stay there.

Drummond now planned for 252

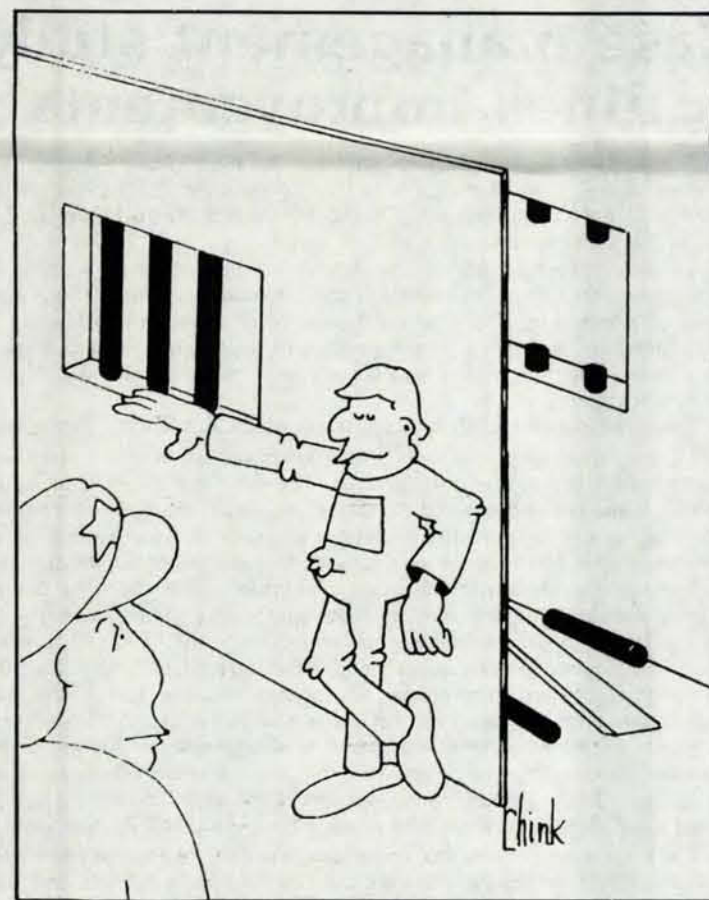
Construction of an additional 42-inmate living unit will bring the total capacity of the new Drummond Institution, at Drummondville, Quebec to 252 by the time the protective custody facility is completed late in 1984.

Government House Leader **Yvon Pinard**, MP for Drummond, announced the approval for an additional living unit May 20, on behalf of Solicitor General **Bob Kaplan**.

The additional unit will cost \$2.2 million, bringing the total cost of the penitentiary to \$36.5 million, Pinard said. Companies already working at the site will build all six living units, he added, with a total of 240 full-time construction employees.

"The extra unit became necessary because of the increase in inmate population being experienced by The Correctional Service of Canada," he said.

Knuckles: by Harold Paquette



Senator comments on work of Service

A member of the Standing Senate Committee on Legal and Constitutional Affairs, Senator **Earl Hastings**, has complimented CSC staff.

"I wish to express my appreciation to all those people who work in The Correctional Service of Canada, the National Parole Board, the after-care agencies," he said.

"They work under very difficult, if not impossible, conditions. Our penitentiaries are overcrowded. Classification officers have intolerable

caseloads. They are attempting to do an impossible job, of performing a useful service both for us and for the inmate," he said. Senator Hastings' comments on staff came just before debate was adjourned on second reading of Bill S-32, on June 2.

The proposed *Act to amend the Penitentiary Act and the Parole Act* was drafted to deal with the potential violent offender at the time of his release under mandatory supervision (see *Let's Talk* June 30 edition).

"I think it is regrettable that our

concern does not extend to what is happening behind the door. We seem to have this idea that all we need do is shut the door and lock it and everything will be fine," he said.

The senator said he supports the bill because of its safeguards against indiscriminate application towards the violent offender, a three-year sunset clause and because shortly, Justice Minister **Mark MacGuigan** will table a report on the Criminal Law in Canada which will include an entire section on the conditional release of inmates.

Regional Reception Centre SHU under construction

QUEBEC — A Special Handling Unit (SHU) is under construction at the Regional Reception Centre, Ste.-Anne-des-Plaines and should be completed by May, 1984, Terrebonne MP **Roland Comtois** announced on behalf of Solicitor General **Bob Kaplan** May 11.

The SHU will accommodate up to 80 inmates. Construction approval was given by Treasury Board May 5, Comtois said, for the \$11.7 million super maximum facility.

"The super maximum security institution is now in an accelerated construction program and work is scheduled to begin this month (May)," he said. Ninety-seven local construction workers are employed by the project, he said.

The 92 staff for the new SHU will come from the Correctional Development Centre's SHU staff complement, he added.

Annual operations and management are budgeted to cost \$3.5 million when it is completed.

Pocket-size book with CSC facts available

Basic Facts About Corrections in Canada 1983 is a pocket-size reference guide for the use of the public, media, special interest groups and staff when quick facts in a simplified format are required. The booklet was published in May by CSC Communications Branch and is available free of charge in the interests of public information. About 2,000 copies were distributed directly to CSC's 60 institutions and 74 parole offices, headquarters and campuses of the National Correctional Staff College, based on the *Let's Talk* mailing list. However, if you are unable to obtain a copy, or if you're involved in a public education program or speaking engagements and require additional copies, please write:

CSC Communications,
3-340 Laurier Ave. W.,
Ottawa, Ont., K1A 0P9
Attn: Publications
Telephone: (613) 995-3031

Atlantic staff run in Physical Activity Week

ATLANTIC — Atlantic Region staff plan more "fun runs" after 13 keen staff members took part in a 3.2-kilometre run as part of the National Physical Activity Week, in Moncton, May 19.

"All 13 ran and walked and completed the run with some taking advantage of a few detours along the way," reports runner **Byron Hierlihy**, recreation officer. "There were no casualties and a little get-together for refreshments and prizes for all

participants following the run."

The runners were: **Sandy Ross, Moe Landry, Vernon Crosthwaite, Nicole LeBlanc, Sylvia Boyd, Karen Harbourne, Wayne DeWolfe, Jeanne See, Simonne Poirier, Brenda Hastie, Pam Hicks, Janice Richard and Byron Hierlihy.**

The run was made with the assistance of King Sports Ltd., Moncton, Dorchester Penitentiary Officer's Recreation Club and Maritime Beverages Ltd., Moncton.

Staff forewarned of mid-shift break for statutory holidays

Line staff now receive advance notice that they must take statutory holidays which occur part way through their shift, instead of finding out just prior to the statutory holiday, notes **Jean-Charles Cloutier**, director staff relations at NHQ.

Cloutier places much of the credit for the new guideline on representations by the Union of Solicitor General Employees to CSC management earlier this year.

Commissioner **Yeomans** examined the past practice, which often

meant changing a staff member's scheduled work on a holiday to granting the statutory holiday at the last minute, Cloutier notes.

The disruption in the employee's own plans, for example, proved that such time off was generally not of much value, he says.

"Fair treatment of employees can be achieved through proper advance planning of work schedules," Commissioner **Yeomans** said in a message to field managers this spring.

Let's Talk about PEOPLE



Raoul Laverdière



Frank Johnson

WHEN FRANK JOHNSON, Kamloops, B.C. Parole Office, retired May 3 he became the first parole officer ever to attain full retirement age in Pacific Region. Frank was raised in a small town in County Donegal, Republic of Ireland, obtaining a bachelor's degree at Trinity College, Dublin before serving as a commissioned officer with the British Army in 1942-46. He worked as a clergyman in Ireland, married, and immigrated to Canada in 1953. He served as United Church minister in Victoria and Courtenay. He joined the Canadian Forces in 1960, serving in several locations, and obtaining a Master's degree in counselling from the University of Victoria before "retiring" in 1972. His corrections career began immediately, as a classification officer at William Head Institution, then in 1976 he transferred to Kamloops parole office. Dozens of Frank's friends and associates attended a celebration in his honor April 29 in Kamloops, presenting him with an engraved fly fishing outfit. He received commemorative scrolls from Prime Minister **Trudeau**, Solicitor General **Kaplan** and Commissioner **Yeomans**. Frank and Elizabeth plan to reside in Kamloops. "Those who have worked with Frank over

the years, especially staff of Kamloops Parole Office will certainly miss his broad and interesting life experiences, fascinating personality and enduring sense of humor which made working with him an enjoyable and rewarding experience," notes **James Bartlett**, Kamloops parole area manager . . .

GUY CHARBONNEAU, carpenter-instructor at the Correctional Development Centre, Quebec, received a plaque recognizing 25 years of service from Commissioner **Yeomans** May 18. Quebec Regional Deputy Commissioner **Jean-Paul Dugas** was also present to congratulate Guy as a former close associate while at Leclerc Institution . . .

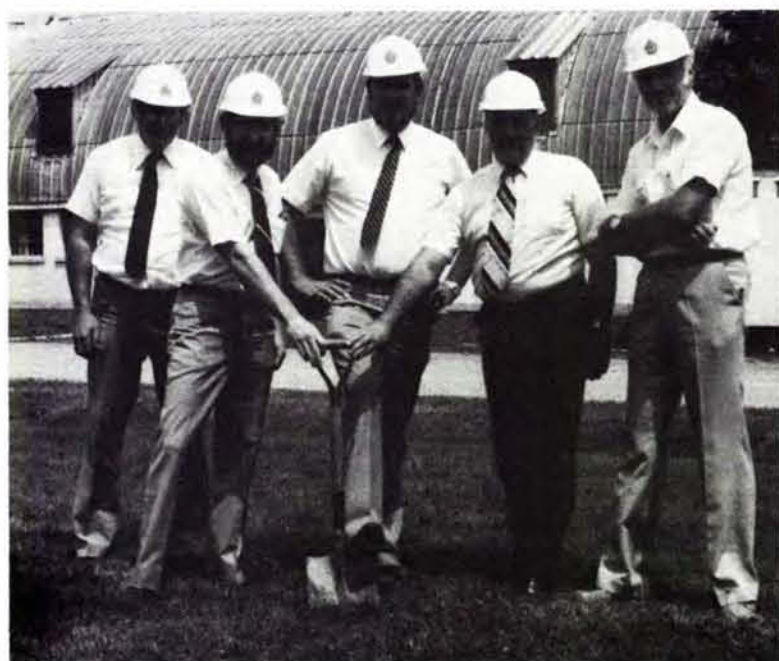
CANADIAN HEART FOUNDATION was \$3,170 richer recently with the presentation of a cheque by **Raoul Laverdière**, senior security officer, Archambault Institution, who was in charge of the Ste-Anne-des-Plaines area's Knights of Columbus fund-raising campaign for the foundation very active in the community in many different ways — he recently was awarded a *Certificate of Appreciation* from the Canadian Red Cross Society, for having donated blood 50 times . . .

CALLIGRAPHY, or the art of beautiful handwriting, is one of the loves of **Bill Staubi**, Dorchester Penitentiary case management officer. Bill volunteered his hand to *Inside Outside*, Atlantic Region's staff newsletter, creatively producing the publication's front-page flag for its July edition. Besides calligraphy, Bill enjoys watercoloring of landscapes and florals, stained glasswork, pottery, ceramics, and other skill-demanding hobbies. In his opinion, "work breeds challenge." He is a University of New Brunswick undergraduate and plans to obtain his Masters in Business Administration . . .

THE NEW PRIVACY and Access to Information laws (C-43), have come a step closer to reality. **Inger Hansen**, former Correctional Investigator, has been named to the post of Information Commissioner, while **John Grace**, former editor-in-chief of the now-defunct *Ottawa Journal* and commissioner with the Canadian Radio-Television and Telecommunications Commission, has been named Privacy Commissioner. The two appointments were key steps before the *Privacy Act* and *Access to Information Act* could be put in place on July 1. (*Let's Talk* will be informing staff on the impact of these two laws on CSC in a forthcoming edition.)

WITH THE DEPARTURE of Dr. **John Siu** to Saskatchewan — see May 15 edition, and acting appointment of **John Rama** as deputy commissioner, policy, planning and administration at NHQ, **Dave Connor** will act in Rama's post, director general policy, planning and systems, while **Susan Caldwell** assumes Connor's post as acting director, policy. Caldwell, 33, came to CSC in December, 1981 from the National Parole Board, where she served as statistical liaison officer since 1980. Connor, 29, came to CSC in August, 1980 from the Solicitor General Secretariat. He received a Masters in Criminology from the University of Ottawa in 1977 . . .

PIERRE BOURGETEL, head cook at the National Correctional Staff College, Laval Campus, died suddenly May 22 at the age of 59. Pierre began working for CSC August 8, 1966. Funeral services were held May 25 at Saint-Elzéar-de-Vimont Church, in Laval, Quebec . . . **HANK NEUFELD**, former director of operational security at NHQ, was given an after-work party at a downtown Ottawa restaurant May 26 on the occasion of his departure from NHQ for Warkworth Institution where he will be Warden. Truly NHQ's loss, the field's gain.



Frontenac turns the sod

ONTARIO — **Keith Manson**, assistant warden technical services, Collins Bay Institution, **Ron Junk**, director of agribusiness, Collins Bay Warden **Ken Payne**, Frontenac Superintendent **George Downing** and **Roger Howes**, Frontenac farm manager turn the sod June 13, for a \$300,000 expansion of the dairy barns. Manson's technical services division at Collins Bay Institution will direct the project, to be completed by CSC staff and Frontenac inmates. With the expansion, the dairy herd can be increased to 157 cows, from its present 80, and ultimately supply milk for both Ontario and Quebec regions. Recent expansion of Frontenac's egg production operation also makes it an efficient egg producer — the 12,000 laying hens supply all eggs for Ontario Region and 75 per cent of Quebec Region's requirements.

Information kits on Renous area

Regional managers of communication have new information kits for staff considering a transfer to Renous Institution, near Newcastle, New Brunswick, when it is completed in 1985. The kits contain excerpts from a booklet on the area published by the Miramichi Region Development Corporation, a questionnaire for staff to indicate their further interest, New Brunswick Travel Guide and Tour Map and newspaper article. The information familiarizes staff with the area, facilities and location and not about the positions available or hiring policies. The kit may be obtained by calling your regional manager of communications:

Atlantic: **Jim West** — (506) 388-6312
Quebec: **Gaston Pelletier** — (514) 328-3351
Ontario: **Dennis Curtis** — (613) 547-4308
Prairie: **Linda Lee** — (306) 665-5014
Pacific: **Jack Stewart** — (604) 854-2535



Bob Fisher

Bowden's Master Bowler

Bowden Institution staff have extended their own congratulations to **Bob Fisher**, arts and crafts instructor, after he received a *Congratulatory Certificate in Recognition of Athletic Achievement* from the Town of Innisfail, Alberta Recreation Board on June 1.

Bob is the Provincial Bowling Champion in the Master Bowlers Association of Canada, and at press time was in Saskatoon for the National Finals, held June 29-July 3. It was only the second time in his mere three years of bowling that he played in the finals. He represented the Alberta Team in the National Finals held in Ottawa in 1981, winning the *Bronze Medal*.

Besides the enthusiasm for bowling, Bob's wood carving has won him an honorable mention at the 1980 Canadian National Exhibition in Toronto, for a free-flowing juniper carving, and a fifth-place ribbon at the 1981 CNE for a carving of an extinct bird.

The arts and craft instructor joined the Service in 1955.

Father Bérubé receives Certificate of Appreciation

PRAIRIES — Edmonton Institution Warden **Bob Benner** presented a CSC *Certificate of Appreciation* to Father **Roland Bérubé** of Edmonton in mid-May. Father Bérubé, who celebrated the 50th anniversary of his ordination to the priesthood in April, was Roman Catholic chaplain at the Fort Saskatchewan Provincial Correctional Institution from 1950 to 1965, and in that capacity gave spiritual support and counselling to numerous inmates, including many destined for transfer to the federal system.

Father Bérubé, when accepting the certificate, mentioned that he had been surprised, on a tour of Saskatchewan Penitentiary in Prince Albert, by the number of inmates who called him by name. He thanked the Service for its recognition of his years of service in the penal system.

Born in Beaumont, Alberta November 4, 1909, Father Bérubé was educated at Morinville, Lac La Biche, and the Jesuit College in Edmonton. He attended Alberta's St.



Roland Bérubé

Joseph's Seminary and was ordained April 23, 1933.

Father Bérubé commented that one of the most difficult jobs he had during his years at Fort Saskatchewan Correctional Institution was walking the long road to the gallows. He did this seven times, the last being with **Raymond Cook**, the last inmate to be executed in Canada.

Jim O'Sullivan

Warden lectures at U.S. San Quentin State Pen

Saskatchewan Penitentiary Warden **Jim O'Sullivan** lectured on hostage negotiations to staff at San Quentin State Penitentiary, in California, June 7-11.

O'Sullivan addressed staff for a training session on hostage negotiations, was guest speaker at an assembly of wardens and superintendents from across the California Department of Corrections system, and observed a simulated four-hour hostage situation at the now-closed Alcatraz Federal Prison through midnight June 10-11.

Most of the expenses were borne by the California Department of Corrections since the visit was by invitation.

The warden spoke on hostage crisis management, institutional preparation, crisis management posts, criteria for crisis management posts, emergency command post personnel, "Think Tank" personnel, organization structures and chain of command, contingency plans, criteria for crisis managers, internal negotiators, external negotiators and examples of specific incidents.

Briefly

Branch changes name

Inmate Employment Branch has been renamed Education, Training and Employment Branch to better reflect the objectives of the branch within its new organization, Commissioner **Yeomans** announced June 7.

Ontario CAC representative speaks

Ontario CAC representative on the national committee, Dr. **Barry Thorne**, addressed a luncheon for the Governor General's Study Conference in Kingston, June 7. Dr. Thorne, CAC chairman at Prison for Women, spoke on the increase in the number of violent offenders, and predicted more violent incidents for corrections in the future. His presentation was supportive of the work of CSC.

Fast-pitch challenge from Kent

The Inmate Committee at the maximum security Kent Institution on June 1 issued a "fast-pitch challenge" for a round-robin tournament to be held sometime in July. The pitch: \$100 from Kent inmates to a local charity of the winner's choice. The play: the *Agassiz Advance* community newspaper ran a free ad and Recreation Supervisor **Miles McCarthy** has received several calls at the institution from interested teams. Inmates played their first game, and won over army/navy/airforce veterans June 22.

Crime Victims' Compensation Boards meet

The 9th biennial Conference of the International Association of Crime Victims' Compensation Boards was held in Winnipeg, May 24-27. Representatives from nine Canadian and 30 U.S. compensation boards were joined by counterparts from England, Northern Ireland and Japan for the conference, designed to discuss current trends and future orientation in crime victim compensation. Among those featured: Prof. **Leroy Lamborn**, Wayne University, Michigan, who presented an update of crime victims' compensation programs around the world, Solicitor General **Bob Kaplan**, who addressed a conference luncheon, and Chief Judge **Harold Gyles**, Provincial Court of Manitoba, who discussed that province's crime victim/witness program and its benefits to the court system.

Shawbridge Youth Centres sponsors conference

Shawbridge Youth Centres north of Montreal sponsored an international conference, *Beyond Violence*, at the Hyatt Regency Hotel, Montreal, May 9-11. The treatment centre organization for troubled youths operates open and closed residential care facilities in the Laurentians as well as a day treatment program and a number of group homes in the Montreal area. Shawbridge Youth Centres is in its 75th anniversary year. A \$10,000 contribution, announced by **Celine Hervieux-Payette** on behalf of Solicitor General **Bob Kaplan**, was made towards the conference.

Third Annual Meeting for Council

The Christian Council for Reconciliation, founded by Atlantic Regional Chaplain Rev. **Pierre Allard** in 1980, held its third Annual Meeting and Rally at the Salvation Army Citadel in Moncton, April 30. Through the council, volunteers offer assistance to inmates and their families. Chapters are located in the Annapolis Valley, Halifax, Saint John, Kingston and the province of Quebec.

National Joint Committee supported

Solicitor General **Bob Kaplan** announced a \$95,400 contribution to the National Joint Committee of the Canadian Association of Chiefs of Police and the Federal Correctional Services on May 10. The funds will support the committee through to the end of the current fiscal year. The committee was created 10 years ago to increase interaction among police, courts and corrections to reduce crime and protect the public.

Ste-Anne-des-Plaines opens new cells

New cells to accommodate 24 more residents at Ste-Anne-des-Plaines Institution in Quebec became available May 17 and schedules to integrate inmates into the new facilities were being met. The first residents said they were quite satisfied with the new accommodation.

lets talk

Let's Talk is a tabloid for staff of The Correctional Service of Canada, published twice a month by the Communications Branch, 340 Laurier Avenue West, Ottawa, Ontario, K1A 0P9.

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Tel: 995-3031. We welcome your contributions, letters and articles. Send them to your Regional Manager, Communications and in Ottawa to the editor:

Rick Blanchard

Erik Gustafsson
Staff Photographer

Ergonomics — one hidden key to safety

Fifth in the series on health and safety in CSC.

Simply stated, ergonomics is the designing of machines to suit the user, thus making the user more efficient. The well designed and adjusted workstation helps the user to work better and feel less fatigue, notes **Robert Boucher**, national health and safety coordinator at NHQ.

If the user has to stretch, simply to press a button on the machine, for

example, fatigue becomes a factor, muscle strain or even a back injury are possibilities, Boucher notes.

"No matter how comfortable your workstation is, sitting or standing for long periods of time can be tiring and stressful," he adds.

"Stretch occasionally, and try looking away from your work if you work at a video display terminal all day,"

he suggests. "If possible, get up and do other tasks."

Addressing even minor discomforts which are always repeating themselves, within the work situation and at a time which doesn't interfere with the work, could prevent a health or safety problem. And if the solution is shared more widely, the changes could help a staff member on the other side of the country.

Letters

Troubled youths visit Warkworth

Let's Talk reprints a letter from Austin Cronk, Huntsville High School guidance counsellor, to Beaver Creek Correctional Camp Superintendent Th. van Petegem. Students with various conflicts with the law or school officials have visited the camp weekly for the past year. Recently, they visited Warkworth Institution. Camp inmates who regularly meet with the boys went along, under escort by Murray Powell, social development officer. Here is the boys' guidance counsellor's account.

Tour of Warkworth Institution

I wish to thank **Bill Palmer**, psychologist of the institution, who spent the day taking us on a tour and Mr. van Petegem and Mrs. Dawson for permitting us to have the tour.

I came away with the feeling that the main objective of the institution was to prepare the inmates for living outside the institution. I was impressed by the shop area. I was impressed by the efforts of **Bill Palmer**. The institution permitted the inmates to have their own committees and a certain amount of control over their activities. To one who had never seen an institution of this type, it left a feeling of depression and frustration.

After thirty-five years of working with young people I am determined more than ever to do everything I can to prevent young people from going this route. Too many of the young men I have known in school have eventually been sent to an institution. If society would spend more time and money on young people with problems this need not happen. One of the highlights of my career has been working with the people from Beaver Creek and the group of boys from the school. I feel frustrated that the only place we could find to meet weekly last summer was a change room in the local arena. Is this really the way society feels? If it were not for the fact that some of the boys participated in our group they would now be in an institution. I am pleased that Mr. van Petegem has permitted **Murray Powell**, Social Development Officer to take people like, Eddy, Dick, Fred, Jimmy, Sheldon and Randy to meet with the boys each week for a year and a half. All of the men have shown a real feeling towards the kids. They understand the boys and their needs. Their credibility is almost overwhelming at times. They communicate so easily because they understand — where the boys are coming from —. The repeated theme — Don't do it like we did — is having some effect.

One change I see as a counsellor and teacher is how they perceive

education. A year ago the unwritten rule was to fight the school administration. A low mark was still accepted by the group. This is now changed thanks to the men from Beaver Creek. They now are accepted and praised by the inmates if they live by the rules and get good grades. Proof of this came recently when a boy who earned a mark of 95% on a history test brought it in and showed it with pride to everyone. A year ago this could never have happened.

I believe that our community is not unlike many communities. A number of young people are not having their needs filled in a productive manner. It is not the purpose of this report to investigate the problems that these young people are facing. The program we are running is one solution. The progress is slow and at times discouraging. It is however, making steady progress. I believe that we have prevented and are preventing some young men from becoming inmates of a correctional facility.

Our visit to Warkworth was an important part of our program. I wish to thank everyone who made it possible.

Austin Cronk
Guidance Counsellor
Huntsville High School

CX-alderman salutes support from warden, administrative staff

The Editor:

I've been working for the Department of the Solicitor General since January 1965, and at Archambault Institution since the summer of 1979. I wish to state publicly that what helped me to be up to my duties of alderman at St.-Calixte, in the lower Laurentians, was the unfailing understanding of Archambault Institution Warden, Mr. **André Le Marier**, and of some of his administrative staff.

Mr. Le Marier always assured me that faith in one's undertakings is a key to success.

I would like to stress the fact that this kind of mutual trust between managers and staff can help those who wish to hold public office to do so, while still doing an efficient job while on their regular duties.

Paul-Ghislain Dubé,
CX-2, Archambault Institution
Ste-Anne-des-Plaines, Quebec

Editor's note: Mr. Le Marier is now Warden, Federal Training Centre.

Let's get it straight!

Let's Talk was mistaken in fact no less than three times in the less than 100 words reporting on the volunteer appreciation night at Toronto Parole Office, May 30 edition.

First, Parole District Director (Central) **John Lawrence** is shown presenting volunteer pin to **Tom Nowak**, CAC member, and not to **Jim McCuaig**, in the photograph as stated.

In the second photograph, Beaver Creek Case Management Officer **Bill Elliott** entertained dinner guests at a volunteer appreciation event alright, but in Beaver Creek, not at Toronto Parole as *Let's Talk* informed its readers.

Third, Montgomery Centre's Community Organization and Action Program (COAP) was referred to. *Let's Talk* reported on COAP in its May 15 edition, not May 30.



Bill Elliott, entertains Beaver Creek guests.

Beaver Creek volunteers, guests dined

Beaver Creek Correctional Camp hosted a dinner and social evening for volunteers, guests and inmates on April 9. About 100 people in all enjoyed the evening, notes Superintendent **Th. van Petegem**, including Ontario Regional Deputy Commissioner **Art Trono**, then-Warkworth Warden **Mary Dawson**, and local MP **Stan Darling**. Visitors were presented with a small bottle of maple syrup, manufactured right on the property.



At the ribbon, Warden **Réal Benoit**, MP **Roland Comtois** and Quebec REO **Jean-Claude Perron**.

Ste-Anne-des-Plaines opens addition

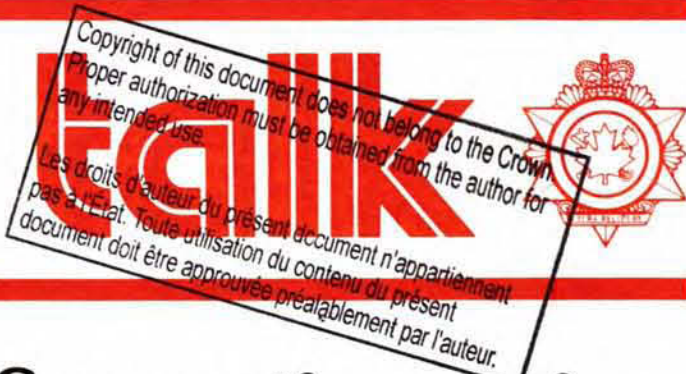
QUEBEC — Terrebonne MP **Roland Comtois** officially opened new facilities at Ste-Anne-des-Plaines Institution June 22. The addition enables the minimum security institution to accommodate 26 more residents, bringing its total capacity to 144 inmates.

Ste-Anne-des-Plaines Mayor **Robert Therrien**, Citizens'

Advisory Committee President **André Aubert**, USGE Local President **Paul Ménard**, Institution Chaplain **Champlain Barrett** and National Parole Board Senior Member **Jean-Paul Gilbert** joined staff members, residents and the press for the ceremony. Guests toured the new facilities and attended a reception.

Vol. 8 No. 14 July 30, 1983

Let's



Suggestions win cash, certificates

Bowden Institution's **Joseph Butler** and Edmonton Institution's **Russ White** will receive *Suggestion Awards* and cash honorariums for initiatives they took at work, CSC's awards committee has announced.

Butler, Bowden laundry manager, was aware workload at the laundry fell short of capacity and negotiated an agreement with Canadian Forces Base Penrose for more work, thereby employing three more inmates for a greater portion of their working day. It was implemented in October, 1981.

Besides providing more work in the institution, net savings of \$3,709.79 were realized in the first year of implementation. Butler is to receive the *Suggestion Award* certificate and \$445 for the suggestion.

Russ White, Edmonton Institution electrician, suggested installation of special lamps in conjunction with other electrical apparatus to reduce lighting to an acceptable level in individual cells, extend the technical life of the lamp, and eliminate destruction of the lamps by inmates.

Net savings during the first year of adoption were estimated at \$6,694.92, not including savings from about 50 per cent less energy consumption, a security factor of improved lighting and elimination of malicious damage.

White is to receive the *Suggestion Award* and \$800 honorarium for the suggestion, implemented in September, 1981.

In a suggestion implemented in July, 1980, White enhanced security at the institution by allowing instant control of all security lighting from the Master Control Centre by installation of a bypass switch for the roof-mounted photocell. It also defeats inmate tampering with the photo cell.

The suggestion saved about \$377 during the first year of adoption and brings White a second *Suggestion Award* and a cash honorarium of \$295.

Let's Talk takes first

This publication and the annual *Basic Facts About Corrections in Canada* have won awards from the International Association of Business Communicators, National Capital District, at its annual meeting here on June 23.

Let's Talk/Entre Nous (Vol. 7 No. 12 — June 30, 1982), featuring the advent of automated information systems in CSC and coverage of the annual administrators' conference, came *First* in the tabloid category. It competed with other private and public sector newsletters in the district, which includes Eastern Ontario and portions of Western Quebec.

Basic Facts About Corrections in Canada 1982, a small booklet available free to staff, media and the public placed *Second* in the special publications category.

Communications Branch at NHQ, now five years old, began publishing the booklet in 1982, while *Let's Talk/Entre Nous* is now in its eighth year.

In each case, the *Award of Excellence* recognizes CSC "for outstanding achievement in the pursuit of excellence in business communications."



Aimé Bibeau with container.

Teacher develops new container

QUEBEC — Archambault Institution teacher **Aimé Bibeau** has developed a practical storage container for tear gas cartridges that has been accepted by security at the institution.

The institution's security division has the containers in use at control posts and has ordered another 18 from Bibeau, who teaches cabinet-making.

Need for a practical and damage-resistant container was identified at the institution last year. Bibeau submitted a suggested container made of "Lexan" to **Michel Gilbert**, assistant warden security. It measures 20cm square by 25cm deep.

Its main advantage is that each gas cartridge is stored in a compartment and is easily available. The transparent box, visible at an armed control post, also serves as a deterrent to disruptive inmates.

Fast inventory of the cartridges, without handling and from outside control posts is also made possible.

Special Issue

Let's Talk will publish a special edition on Health Care in CSC, on the occasion of the 2nd World Congress on Prison Medicine, being held in Ottawa August 28-30.

Coverage will include health care staff profiles, a review of various recent developments, and a number of locally written feature articles.

First AACO Conference August 5-6

The first national conference of the American Association of Correctional Officers is set for August 5-6, at the Grand Plaza Hotel, Rosemont, Illinois, near Chicago's O'Hare Airport, reports *Keepers' Voice*, the association's newsletter.

The AACO conference is being held back to back with the American Correctional Association's Congress of Corrections, to give AACO members the additional advantage of attending the Congress at modest additional cost.

Sessions and workshops are planned to address the interests of correctional officers who work in institutions throughout the U.S. and Canada.

The newsletter notes special room rates of \$25 single and \$35 double have been obtained, free limousine service is offered from O'Hare Airport and the at-cost registration fee for the AACO conference will be \$25 (all U.S.).



Hobby yields proudest rug for new regional chief

John Harris of NHQ Security is pictured here with a hand-hooked rug of the CSC crest. This rug is a custom design Shillcraft hooked kit. It measures 152cm by 183cm (60" by 72") and is made of a wool/nylon blend yarn on a mesh canvas that contained a hand painted design of the crest in full color. John, his wife **Becky** and their two children, **Christopher** and **Christina**, put in a total of 80 hours work throughout the winter months to complete the kit, which cost \$396. The Harris family will use this one as a wall hanging in their new home in Moncton, where John has been transferred to assume the duties of regional chief, preventive security.

Senior appointments

Commissioner **Yeomans** recently announced the following appointments:

Policy, Planning and Administration

John Cadieux, assistant comptroller general, management practices branch (Treasury Board) since 1980, will assume the post of deputy commissioner, policy, planning and administration at NHQ, in mid-August. Cadieux, 48, replaces **John Siu**, who is now associate deputy minister justice, Saskatchewan. The new deputy commissioner is a Harvard University School of Business post-graduate, Royal Military College undergraduate and former lecturer, and has served in a wide range of positions including Commander, No. 1 Canadian Air Group in Lahr, West Germany, and director general, airports and construction services with Transport Canada.

Springhill Institution

Dan Ferguson, former Atlantic regional manager of security since June, 1981, is now warden, Springhill Institution. He took over the medium-security institution effective June 23, from **Al Stevenson**, now warden, Stony Mountain Institution. Ferguson came to CSC in 1981 as regional manager after 12 years with New Brunswick's correctional services division, in positions ranging from parole officer to superintendent of the provincial maximum-security Moncton Detention Centre.

Donnacona schedule advanced six months

QUEBEC — Six months have been chopped from the schedule for construction of a new federal institution in Donnacona, for a March, 1986 completion, Solicitor General **Bob Kaplan** announced May 11.

Treasury Board approval was obtained May 5 for the \$48 million (in 1983 dollars) penitentiary, which will employ 345 people and have an annual operations and management

budget of about \$10 million once completed, he said in a prepared statement.

The new maximum security institution will accommodate up to 240 inmates as well as another 120 long-term segregation inmates, he said.

The project is located about 30 kilometres (18 miles) west of Quebec City.

Newsmakers in the Regions and NHQ

Ontario

Following lunch at a "top-notch" Ontario Region Annual Case Management Officers Conference, held at the Donald Gordon Centre in Kingston, June 15-17. At left, **Katheline Lippens** (chairman) and **Colin Campbell**; and at right, **Barry Friel** and **Linda Cross**.



Photo: Chris Valvada



Relaxing over coffee during a two-day federal-provincial security workshop at the Staff Induction Centre in Kingston this past spring, left to right: **Ross Duff**, Ontario regional manager security; **Gary Preston**, deputy superintendent, Milbrook Correctional Centre; **John Duggan**, executive director institutions for Ontario, and **John Ryan**, warden, Milhaven Institution.

Inspector General Designate **Jack Rankin** recently spent a few weeks in Ontario Region to familiarize himself with the system. He is shown here with Warden **Andrew Graham** outside Kingston Penitentiary.



NHQ

Photos: Rick Blanchard

Annual golf tournament

Sunny weather made NHQ's annual golf tournament all the more enjoyable, at Gatineau Golf Club, Aylmer, Quebec June 29. The 18-hole event was organized by **Florent Cadotte**, assisted by **Kevin Murphy**, and **Jack Turnbull** of the National Parole Board. It attracted 99 golfers including 28 women, who vied for 10 trophies and more than 25 other prizes.

Best score on the par-72 course was 73, by **Moe Collette**, whose wife, **Doreen**, works for policy, planning and administration. Gross top scores went to **Roy Sedey**, (Secretariat) and **Marina Drain**, while net top scores went to **Ben Noel** and **Monique Simard**. Best fair play trophies were awarded **David Bowes** and **Lise Laflamme** (Secretariat).



Marina Drain, administration, women's gross top score (99).



Carl Comeau, finance, leaves the sand near the 18th hole.



Bob Brown, security, men's second low gross (85).



Moe Racette and **Kevin Murphy**.

Quebec

Open House for CCCs and CRCs in Montreal

QUEBEC — May 16-20 was "open house" week in Montreal of community correctional centres and community residential centres. NPB staff, members of the Association of Social Rehabilitation Agencies, Institutional and Community case management officers as well as RHQ staff were invited to tour Montreal area CCC's and CRC's to familiarize themselves with the facilities and meet the staff.

Initiated during a meeting with people in charge of CCC's and CRC's, this project was entrusted to **François Bérard**, director of the St-Laurent CRC, **Pari Montanaro**,

community case management officer at the Langelier Parole office, and **Jacques Racicot**, community resources officer at the Montreal-Metro District.

Emmanuel-Grégoire Residence

Among the CRC's participating to this project, there was an open house at the Emmanuel-Grégoire Residence on May 18. About 30 visitors came and the interest they showed during their exchanges with people in charge proved it was a success. In all, about 70 people came to various centres.



Photo: Springhill Record

Atlantic

Darrell Scott, Dorchester Penitentiary, competes at the CSC staff-organized Open Invitational Police Rivalry Competition, held at Springhill Institution's small arms range June 3-4. The peace officers' competition attracted 54 shooters from New Brunswick, Nova Scotia, Prince Edward Island and Maine. They were required to fire 150 rounds from their service revolvers over ranges of seven to 50 meters from a variety of positions. Among those picking up honors were CSC representatives **Wayne Langille** (Springhill), **Floyd Rushton** (Moncton), **Jim McLeod** (Dorchester), **Clancy Casey** (Springhill), **Ken Ferguson** (Springhill), **Darrell Scott** (Dorchester) and **Vern Crosswaite** (Dorchester).

lets talk

Let's Talk is a tabloid for staff of The Correctional Service of Canada, published twice a month by the Communications Branch, 340 Laurier Avenue West, Ottawa, Ontario, K1A 0P9.

Tel: 995-3031. We welcome your contributions, letters and articles. Send them to your Regional Manager, Communications and in Ottawa to the editor.

Rick Blanchard

Erik Gustafsson
Staff Photographer

ISSN 0715-285X

Prairies



Edmonton Institution marksmen receive the Regional Executive Officer's Trophy for the top institutional aggregate score, following the regional competition in June. Standing left to right: **John Thompson**, **Ernie Forbister**, REO **Paul Olenik** (presenting trophy), **Ted Howard** and **Tom Lefebvre**. (Absent: **Tom Turner**.)

Briefly

Logo contest deadline extended

Entries to a contest to select a logo for CSC's Awards Program will be accepted up to September 30, Awards Coordinator **Yvette Browne** notes. Browne would like any ideas submitted on the *Suggestion Award* form. The earlier deadline was June 30.

Westmorland cake fetches \$65

When correctional institutions in Dorchester — both provincial and federal — recently donated cakes to the Shire Town Festival cake auction, Westmorland's institution-baked delight did CSC proud by fetching the highest bid of \$65! All proceeds went to a charitable organization.

Institute of architects cites Frontenac

Ontario Region's Frontenac Institution was one of six projects cited for special design features by The American Institute of Architects, from among 36 projects selected for an exhibition of U.S. and Canadian justice facilities, shown at the American Correctional Association's Congress of Correction, in Chicago August 7-11. "Frontenac's functional living unit concept minimizes staff/inmate barriers. The use of abundant natural light and softer, non-traditional finishes produces a pleasant but functionally secure living environment," the institute said in a prepared statement.

Picnic Tables made by inmates

On June 20, **Réal Benoit**, warden of Sainte-Anne-des-Plaines Institution; **André Le Marier**, warden of the FTC; **Lily Tronche**, warden of the RRC and; **Pierre Viau**, warden of Archambault Institution were invited to Sainte-Anne-des-Plaines City Hall to officially present five picnic tables made by inmates of the Quebec Region. These tables will be used in area parks. After the presentation, they had lunch with Mayor **Robert Thérien** and his wife, the parish priest, aldermen and few reporters of the local media. This meeting also allowed Tronche and Viau to make their first contact with city officials.

Photo: Dennis Curtis



Forbidding, isn't it?

Ontario RMC **Dennis Curtis** took a "busman's holiday" while in Bermuda in May, spending a day at Her Majesty's Prison "Casemates."

Casemates was built 10 years after Kingston Penitentiary as a naval barracks. Its 130 inmates today serve terms ranging from two days for being drunk and disorderly, all the way to life. There are few, if any, work programs apart from routine cleaning, cooking and similar chores. Living conditions are "rather grim," Curtis reports, although there is a very good rapport between staff and inmates. During his tour, Curtis noted staff were smartly turned out and upon entry to each activity area, the officer-in-charge snapped to attention and saluted.

Former Stony Mtn. Chaplain honored

After more than half a century of ministry, Father **Harold Bedford** still visits the Toronto detention centres at least four times a week and is busy establishing yet another missionary parish in the Milton area.

So it was entirely appropriate to hold a testimonial dinner, in Milton, Ontario on June 5, on the occasion of his 60th Anniversary with the Jesuits.

The dinner was an opportunity to award Father Bedford the *Commissioner's Citation for Meritorious Service* for his dedication in ministering to offenders and involving private citizens in corrections.

"He has justifiably been referred to as a legend in his own time," said Ontario Regional Chaplain **Ron Nash**. Father Bedford was chaplain to Stony Mountain Penitentiary for 30 years. During this time, he also built a missionary parish in the nearby village.



Father **Harold Bedford** holds Commissioner's Citation for Meritorious Service in company of several friends.

Possibly his greatest contribution to corrections, he did pioneer work in involving the community in the correctional process. The Winnipeg Chapel Volunteers Program, of which he was co-founder, is still a yardstick

by which volunteerism is measured.

The Rev. Nash presented the Commissioner's Citation, in the company of several friends from the west, including **Jack Tegeman**, former Stony Mountain warden.



Prairie Region supply conference, left to right: **John Siemens** (Bowden), **John Brunelle** (Bowden), **Jack Stern** (Saskatchewan Penitentiary), **Don Robertson** (Drumheller) at terminal, **George Mousseau** (Stony Mountain), **Earl Derby** (NHQ) and **Seshi Seshadri** (NHQ).

Prairie supply conference held

PRAIRIES — The Annual Prairie Region Purchasing Supply Officers and Supervisors of Institutional Services Conference was held at Grierson Community Correctional Centre in Edmonton, May 9-13. The conference was chaired by **Bruce Wareing**, regional officer of material management and services.

In attendance from National Headquarters were Acting Director **Ted Pender**, **Earl Derby** and **Ernie Hughes** of material management. They gave participants opportunities to discuss concerns in the supply system.

Seshi Seshadri of Resomax Management Inc. introduced a training information package, the Data Processing System presently on trial

in the Quebec Region. This system will support CSC management objectives of increasing supply performances at lower cost, with the capabilities of expanding programs. On acceptance of the Quebec Pilot Project these systems will be introduced in the Prairie Region.

Supply Services Canada was represented by **C.S. Trainsh**, chief of supply, **Walter Fran**, head of supply management, **M.D. Webb**, section head, **C.A. Davis**, supply liaison officer, and **Dana Williams**, materiel disposal. They clearly indicated their continuing support for the performance of CSC materiel management roles. **Ken Gaines**, Pacific Region Supply, also joined in the conference.

Interest high as NHQ plans shooting team

re than 50 NHQ staff members said they would participate in a vice-sponsored rifle and revolver team if plans for the team approved.

John Harris, Security Branch, said response from NHQ staff to a memo from Deputy Commissioner, Security, **Marcel Sauvé**, was greater than expected. Harris hopes the team could ultimately send representatives to CSC's National Shoot.

"The team would operate under the auspices of the CSC and the Service would provide the weapons, some ammunition and range supervision," the deputy commissioner said.

NHQ shooters would compete among themselves, and in matches with nearby institutions, regional headquarters and police organizations. Plans were at a preliminary stage at this writing. Harris said NHQ shoots could be held at Connaught Ranges, a Canadian Forces outdoor range about 20 kilometers west of NHQ, although the fine points of how this team would function had not been determined.

Beyond the Walls

A new, full-color booklet published in June by Communications Branch at NHQ aims at providing the public with an overview of the people and programs of the Service. The 24-page, bilingual publication is entitled *Beyond the Walls*.

Contents include charts on the Canadian Criminal Justice system and organization of the Ministry of Solicitor General, and several illustrations and photographs.

Helen Gooderham, acting chief of publications, said the new booklet is designed to replace a number of outdated and out-of-print leaflets CSC has relied upon for its public information program.

As with *Basic Facts About Corrections in Canada*, *Beyond the Walls* is available from Communications Branch, The Correctional Service of Canada, 340 Laurier Avenue West, Ottawa, Ontario, K1A 0P9; (613) 995-3031.

Have you read?

Special education report

The University of Toronto has published a report of a special education program involving the participation of inmates in six institutions.

A test in educational ability given to all inmates at reception indicated that a significant percentage of federal inmates are functionally illiterate, i.e., they cannot deal with written language well enough to cope on the street. The reasons for adult illiteracy are varied, but usually go beyond a simple lack of schooling. Many of them have spent several years at school, and have failed to learn.

The report by Drs. **Mary Waksman** and **Richard Volpe** of the University of Toronto, indicates that inmates can be stimulated to learn when appropriate techniques are used.

The report, *Implementation of a Cognitive Education Program for Federal Inmates*, is available from the Ministry Library, and from the Education, Training and Employment Branch at NHQ.

Directory of residential centres

The 1983-84 edition of the *Directory of Community Based Residential Centres in Canada* has been published by CSC and the Ministry of the Solicitor General. It is the directory's fifth edition, which lists about 275 government and privately-owned and operated residential centres and related services for offenders, ex-offenders and others in need of shelter and accommodation. Requests for copies and suggestions for additions or deletions or other changes can be forwarded to the:

Deputy Commissioner, Offender Programs, The Correctional Service of Canada, 340 Laurier Avenue West, Ottawa, Ontario, K1A 0P9

John Howard Society of Calgary turns focus to public education

Public education on the correctional system has become a primary focus for the John Howard Society of Alberta's Calgary Chapter, notes **Susan Braungart** of the *Calgary Herald* in a May article. The paper quotes **Gordon Sand**, Calgary John Howard executive director:

"Ten years ago, the society's primary focus in the city was providing service to people in jail or readjusting to life outside the institution.

"We realize (today) that if we want to change the system and people's attitudes, we have to educate people," says Sand. "The criminal justice system in Canada is a huge, complicated system and people just don't understand it."

As a result, the society recently launched a criminal justice education program for the public, funded by the Alberta Law Foundation.

"Community involvement" has

become the society's "byword," the *Herald* reports. "The Contact program, one of several offered by the society involves a group of 14 volunteers who visit correctional institutions.

"We're using jail as punishment and it doesn't seem to be working," Sand says. "It is punishment from a middle class point of view.

"Weekend sentencing would be a much greater deterrent because they would have to work. A lot of the guys we work with don't like work. But it would keep them in the community where they would learn how to work and make a dollar," Sand says.

The society's Calgary chapter, operating for 34 years, has been given approval to incorporate in its own right. It is funded by the United Way, Alberta Solicitor General, Solicitor General of Canada, donations and memberships.



Pacific Deputy Commissioner **Jim Murphy** and Regional Communications Officer **Eila Loughlin**, upon return to terra firma.

The joy of chuting

By Jack Stewart
RMC Pacific

PACIFIC — Everybody has their own idea of having fun. For some it's a nauseating spin on a roller coaster. Others get their thrills being terror stricken by images of madmen and monsters in a darkened movie theatre.

Some, like Deputy Commissioner — Pacific **James Murphy** and Regional Communications Officer **Eila Loughlin**, are a bit more adventurous. Their idea of a good time was to sign up last month for an introductory parachute jump.

But before taking that first jump they had to learn the rudiments, like how to jetison their main chute if it failed to open properly and how to activate their reserve chute without (hopefully) making a mess of things.

After three hours of ground school instruction they bundled into their gear, then it was off to the waiting aircraft, one specifically designed to dispense petrified people from an altitude of about 850 meters (2,800 feet).

Leaving their stomachs and assorted well wishers behind, Murphy and Loughlin scrambled aboard the Horizon Aero Sports Express in Abbotsford May 22 for their one way excursion to the clouds. And this was

truly an economy flight. The plane had no door and you sat on the floor. The nearest washroom was back at the hangar. No stewardess was on hand to dispense fortified beverages. Just a helpful instructor who ushered you to the gaping hole from which you were waved goodbye with the cheery salute, "enjoy the ride."

The sighs of relief were audible from the ground as jumper after jumper looked up to see a billowing cloud unfold from his/her parachute pack. Now there was time to enjoy the scenery, but only briefly as the chutists steered their way towards the landing field.

The ever so graceful return to earth that they envisioned was rather difficult to accomplish the first time around. Murphy and Loughlin scored impressive if not delicate three-point landings.

For the novice parachutists this was a most satisfying day.

They left us groundhogs behind and soared with the eagles. The challenge was met, fears were conquered and the bubbly never tasted so good.

Jack Stewart has left CSC (July 15) to establish a Vancouver communications consulting business with Eila Loughlin, who will leave CSC August 12.

CSC outshoots RCMP, Forces

PRAIRIES — The CSC shooting team from RHQ and the Regional Psychiatric Centre, Saskatoon won a tri-service competition at Canadian Forces Base Dundurn, near Saskatoon, June 15. CSC shooters won over RCMP Hamley, Saskatchewan, and Canadian Forces Base Dundurn, with its score of 304/384.

Index to federal programs and services bigger

Staff who deal directly with the public, whether in person, on the phone or through letters may from time to time receive enquiries about the programs and services offered by departments other than CSC. This happens throughout government.

People desiring information on the court system call CSC instead of the Department of Justice; Justice in turn receives enquiries that should have gone to External Affairs; Consumer and Corporate Affairs receives calls on Corcan, CSC Industries' trade name. And so on. In the past, with government so large it was hard for the public to obtain information at first try. It was sometimes even harder for the callers pointed in the right direction unless they'd been through the same type of enquiry and could recall the results.

But now, the annual *Index to Federal Programs and Services* has put an end to these frustrations. It provides staff with a one-stop resource, allowing referral to the right department quickly and easily.

Compiled by the Task Force on Service to the Public with direct input from federal departments, this year's *Index*, is better than ever. As well as containing the addresses and phone numbers of 4500 government offices and descriptions of more than 1100 federal programs available from 109 departments, agencies and Crown corporations, the 1983 *Index* features a new How to Use section, an expanded subject index and a province-by-province listing of telephone referral services which the Task Force helped establish to improve public access to government.

The new *Index* also contains the only published list of all departmental toll-free phone numbers. These numbers were created to ensure that all Canadians, including those living far from major centres, have equal access to the essential and most frequently-called programs and services of various federal departments.

Task Force on Service to the Public (*Index to Federal Programs and Services*) Supply and Services Canada, K1A 0S5, telephone (613) 593-6342.

1,300 summer jobs for students

More than 1,300 students have found summer employment in the criminal justice system this year, Solicitor General **Bob Kaplan** said June 1.

The 1983 Summer Canada: Student Employment Program, sponsored by the Canada Employment and Immigration Commission, will employ the students in a variety of occupations across the country, at a total cost of \$4.3 million, he announced in a prepared statement.

Talent, opportunity, diversity

Students join CSC for practical work

By Linda Lee
Prairies RMC

PRAIRIES — Getting a foot in the door to start any career takes some effort, and a few lucky breaks. So when 23 criminal justice students obtained work earlier this year with CSC operational units in Alberta and Saskatchewan, staff were helping them "make it happen."

Students are exposed to real work situations, while in return staff can assess the application of a student's level of academic knowledge and practical skills just prior to graduation.

Each location has its own story.

Saskatoon parole office

The University of Saskatchewan's School of Social Work sent **Calvin Albright** to Saskatoon parole office for three months interviewing inmates at the Saskatoon Provincial Correctional Centre and the Regional Psychiatric Centre, community assessments, and supervising two parolees.

Calvin's aboriginal heritage and perspective on policies and procedures added a dimension during discussions with staff held often during the practicum.

Corporal **Rick Howden** of Saskatoon RCMP's narcotics branch completed a 10-day practicum with the office following two weeks with the National Parole Board (NPB) here, as part of his Human Justice Program. As Rick found it beneficial to learn about case management and the institutional progress of offenders, parole staff enjoyed comparing police views on cases with their own during discussions, notes Area Manager **Gerry Thompson**.

Prince Albert parole office

University of Regina student, and Saskatchewan Farm living unit officer, **Lorne Walton's** month with Prince Albert parole exposed him to all facets of parole work at both federal and provincial levels. Lorne also assisted with statistical studies on provincial initiatives and management planning, providing staff with valuable feedback in these areas.

Regina district parole office

Fourth year Social Work student **Candice Melina** focussed on different styles of managing various cases, in both supervision and preparation. The University of Regina student did case preparation, community assessments, and prepared recommendations to the NPB. She won a competition for summer employment at Regina's Oskana Community Correctional Centre.

Calgary district parole office

David McFarlane and **Vera Janka** of the University of Calgary's School of Social Work each received general exposure to parole work, David during the fall and Vera during the winter semester. Experience included pen placements, provincial case preparation for full parole, on-the-job parole supervision, tours of Drumheller Institution, the two Calgary CCCs, two provincial gaols and some of the non-CX orientation training.

Altadore CCC

More than six years ago, Calgary's Altadore Centre began its practicum

program for criminal justice students in their final semester of the two-year diploma program at Mount Royal College. This year the program added a student from the University of Calgary's Social Work Faculty. **Sharon Anne White** of Mount Royal and **Linda Cheverie** of the university worked as living unit officers in the winter semester. They received internal training, were placed in a case management team and undertook correctional tasks.

Portal House

Patricia Lawrence, University of Calgary worked with special needs developmental counselling and projects to improve the residential environment, including decoration of common areas, the staff-resident library, and a folk-singing evening, all emphasizing resident involvement. **Stuart Gauthier**, of Mount Royal College, was responsible for a Resident Employment Opportunities Development Program.

Edmonton district parole office

University of Alberta criminology student **Krista Schalin** spent one day a week for 3½ months assisting in case preparation at the Edmonton district office, and visiting local corrections organizations. Efforts by Krista, staff and her placement officer, former CSC employee **Keith Spencer**, will see future placements in the program expanded possibly to three days a week per university term.

Grierson Centre

Grant MacEwan College students **Bill Geddes**, **Liz Baziuk** and **Debbra Abbot**, and University of Alberta student **Terry Hawken** each monitored daily movements of residents, were members of a case management team, toured correctional facilities in Edmonton and observed National Parole Board hearings. All four students demonstrated a keen interest in community corrections, as well as a capacity for daily work that was appreciated by the staff.

Regional Psychiatric Centre

RPC Saskatoon's special relationship with the University of Saskatchewan saw eight psychology students complete practicums during 1982-83: Graduate student **Lynne Sloane** helped in group and individual therapy, and completed several assessments. **Glenn Pancyr**, **Bonnie MacDonald** and **David Clair**, all clinical graduate students, assisted in psychological assessments. Undergraduates **Natalie Polvie**, **Catherine Basko** and **Rod Sidlowski** assisted in routine testing and several research projects while **Bryan Acton**, psychology honors student, assisted with psychosexual assessments.

Drumheller Institution

Secretarial arts students **Tammy Spencer**, **Utra Chandra** and **Judy Fozekas** gained work experience at Drumheller working half days for six weeks in the finance, personnel and administration divisions.

Obviously, there's a wealth of potential talent considering CSC for a career, as there is diversity in the opportunities the Service offers.

Retirement planning at 30 !

By Les Shand
Asst. Prairies RMC

PRAIRIES — I'm one of those people who really hasn't given much thought to retirement. So when I attended a pre-retirement course sponsored by the Staff Training Branch I was disconcerted when informed it's still not too late to start your retirement planning . . . at 30!

As I'm just a touch over 30 myself, the news sent me searching for grey hairs and RRSPs.

Grant MacEwan College's Evelyn Simpson, of the training and development unit, reassured me. "I would really like to get people, even when they're 30, to start financial planning and be able to have their investment roll over a few times before they retire . . . it's probably the only way to beat or meet inflation.

Financial planning left until you're in your 50s doesn't give much time to plan, she says.

Naturally, the purpose of a pre-retirement course is to get people thinking ahead and planning now. Regular workshops, sponsored by staff training and development, allow participants to address issues they'd be concerned with in retirement and relate these to their personal situation.

It promotes positive thinking and a realistic approach to retirement planning, she adds.

Topics include financial and investment planning, using a professional accountant or psychologist, changes in roles and relationships, wills and estate planning, housing alternatives, and health and lifestyles. Group discussions supported all instruction during the workshop I attended.

I noticed staff represented a wide range of age and occupational groups. "People have the same concerns for retirement whether they're management or whether they're sweeping the floors," Simpson notes.

Men and women, husbands and wives, are all encouraged to attend, she says. "The spouse is directly implicated by a staff member's retirement . . . probably more so for the women who are at home. All of a sudden she has this fellow around 24 hours a day and she doesn't know what to do with him. So we go into that with our psychologist in the session on changes in roles and relationships."

"With increasing life spans, statistics show people live about 15-20 years after they retire. We also know that people have about 2000-2500 extra leisure hours when



Mrs. and Mrs. Bill Kolsteren, Saskatchewan Penitentiary and, at right, Al Race, Edmonton Institution.

they retire; we should have some natural, concrete plans for retirement . . . We look at them doing something to get the intrinsic rewards that their work situation had given them before. I don't think people realize that when they retire they should retire to something, such as a hobby, educational opportunities or cultivating some new interests.

Simpson says prospective retirees are encouraged to go to their own personnel supervisor/office and discuss their pension with them. In the pre-retirement workshop, resource people are brought in to discuss such things as superannuation plans and other benefits available to all Canadians.

Agricultural college features grads working with Service

Kemptville College of Agricultural Technology's tabloid newsletter, *Contact*, featured its grads and their places of work — Frontenac and Pittsburgh institutions — in its Spring 1983 edition.

"Hugh Pratt runs a 1,400-acre farm outside Kingston," the KCAT newsletter announces to college and high school students, staff, and alumni. "On his office wall his KCAT graduation portrait of the class of 1947 hangs next to a map of Joyceville Institution grounds . . .

"Pratt supervises between 40 and 60 inmates who work on the farm. But his labour pool is always changing. The average stay is only 2.5 to three months," reporter Barbara Powell notes.

"Pittsburgh's beef operation slaughters 700 cattle a year. Ainslie Read, KCAT 1973, oversees the livestock operation. The farm delivers 450,000 pounds of beef a year to all the federal prisons in Ontario . . .

"Under Dave Ritchie, KCAT 1980, the greenhouse flourishes with tomatoes and cucumbers. In prime season the farm ships 1,100 pounds of tomatoes and 100 dozen cucumbers a week . . .

"Roger Howes, a 1959 KCAT graduate, is Frontenac's farm manager. Under Howes' direction, the farm staff and inmates milk 80 purebred Holstein cattle. The milking system is completely automated. 'We process our own milk,' says Howes.

"We pasteurize it, homogenize it, bag it and send it out in 20-litre cartons." "The farm ships 6,000 pounds of milk a day to all of Ontario's federal penitentiaries . . . Eggs for the prisons come from Frontenac's 12,000 chickens housed in a cage-laying system. They ship 3,500 dozen eggs a week.

Contact also noted other college grads: Peter Harper and Ken Howes, fieldsmen at Pittsburgh and 1976 grads; Reg Watson, 1955 grad, now assistant farm manager at Frontenac for field crops and poultry; Frank Carter (1957 grad), Brian King (1968 grad) and Conrad Grant (1969 grad) — all fieldsmen at Frontenac, and; Ron Amey, a 1980 grad and Frontenac herdsman.

Your job

Did you know that, if the duties of your position change . . . you should, with your supervisor, update your job description and submit it through proper channels for a classification review. More information about this can be obtained from your regional chief of classification, or by contacting John Carrocetto, director, classification at NHQ.

Chuckle

From the Retired Federal Prison Officers Association of Manitoba:

One of our fellows got down on his knees and asked his lady friend to marry him. She said, "Yes." He said, "There's something else." "What's that?" she asked. He said, "Help me up!"

NHQ Personnel

Several staff changes in the Personnel Branch at NHQ took effect July 1, announced R.H. Dowdell, director general, personnel.

France Collin, chief, compensation and pay, and her assistant, Stacey Escalante, moved from staff relations and came under the direction of Vic Dearman, senior personnel advisor.

Brenda Barrington transferred from the staffing division to staff relations, while Michel Scott and Jackie Locke moved from staffing to the classification division.

Roger Latreille transferred from equal opportunities to staffing. Larry Pasch, of Edmonton Institution, will be seconded to staffing until Sept. 30, when he will be appointed a staffing officer.

Margaret Fortin will be appointed as acting equal opportunities officer.

Rénald Tremblay transferred from staffing to the personnel policy and planning division.

Let's Talk about PEOPLE

Staff bid farewell to Dr. John Siu, outgoing deputy commissioner, policy, planning and administration, at an informal reception after work June 20. Dr. Siu has assumed duties as associate deputy minister of justice, Saskatchewan, after working at CSC since 1978. "Sixteen years ago I came to Canada," the Hong Kong native recalled. "I've spent nine years in the Public Service and the last 5½ in CSC . . . (those years) have added to my career, but more importantly, have enriched me personally . . . I want to thank all the great people I've worked with, and I hope CSC will move forward, but in light of its past achievements, it has already demonstrated that," he said. Dana Macies, his secretary, presented Dr. Siu with a gift following tribute by Commissioner Yeomans . . .



Ross Duff, Keith Kirkham and Ken Truman.

Acting Ontario Regional Executive Officer, Ross Duff, had the pleasure of presenting Long Service Awards to Keith Kirkham, acting regional manager industries, and Ken Truman, buyer, (retired) Regional Supply Centre. Keith received his 25-year plaque. Ken certificates from the Prime Minister, Commissioner and the 35 years service medallion . . . At NHQ, 12 staff members have received plaques marking 25 years of service. A reception was held

at the end of the workday June 24 recognizing R.J. Boulet, finance, Bill Cosman, seconded to Ministry Secretariat (absent), J.Y. Dupuis, medical services, R.R. Garrard, security, Art Hasler, communications, John Lavoie, security, Robert Leblanc, education, training and employment, D.G. McGregor, technical services, John Braithwaite, communications, and B.K. Myles, technical services . . . Ontario Regional Manager, Offender Programs, Brian Yealland, will assume the position of Queen's University Chaplain on August 15, replacing Rev. A.M. Lavery, who served in that post for no less than 36 years . . . Alan Stultz, food services officer at Springhill Institution, was killed in a car-truck collision on June 11. He was 35 . . .

Dr. Ali Saad has resigned as clinical director, Regional Psychiatric Centre, Pacific. Pauline Lamothe, former assistant warden Offender Programs at Kent Institution, has been appointed executive director of the RPC, reflecting a reorganization of the centre's senior management structure. Brenda Marshall, of Kent's administration division, is to act in Lamothe's position at Kent, now termed assistant warden, socialization . . . From the Ontario Ministry of Correctional Services, *Correctional Update*: Brian Johnston, the late son of John Johnston, a correctional officer at the Toronto Jail, and his wife, Ester, a correctional officer at the Metro Toronto East Detention Centre, was posthumously awarded the Queen's Gallantry Medal for bravery as a result of risking his life to save about 100 people trapped on board HMS Antelope, when it became a fiery trap during the Falkland Islands conflict last year. Brian, a Royal Marine commando, survived the heroic deed only to be killed the following day in another incident . . . Bev Johnston, of Kenora, became the ministry's first female top administrator of a provincial maximum security institution recently when she was appointed superintendent of the Kenora Jail. Bev joined the Ontario ministry as a correctional officer in 1964 . . . Louise Chadwick, NHQ administration division financial control



Louise Chadwick



Terry McFaul

clerk, received a Certificate of Appreciation on June 1, from the Ottawa Board of Education, for sponsoring and supervising an accounting student from one of the board's high schools, under the Secondary School Cooperative Education Program. The on-the-job training program is designed for students taking courses such as accounting, data processing, office procedures, electronics, graphic arts and others . . . Lily Tronche, former director parole, Montreal Metropolitan district, is now acting warden of the Regional Reception Centre

Commissioner Yeomans has announced the appointment of Terry McFaul to the position of Language of Work Coordinator, Official Languages Division at NHQ. Terry comes to CSC from the Official Languages Division of Agriculture Canada, where he was head of linguistic research. He may be reached at 996-9421.

Prison chaplain, social worker, member of regional CAC on criminology

Bruno Dandeneault: Man of reconciliation

The following story was written by Gaston Pelletier, Quebec RMC, shortly after Rev. Dandeneault received the *Commissioner's Citation for Meritorious Service* last March.

QUEBEC — Rev. Bruno Dandeneault, 53, has been involved in community work now for almost three decades. Ordained 27 years ago, he was first appointed prison chaplain in 1962, at the Sherbrooke detention centre. Soon after, he created the Service d'aide aux prisonniers (Inmate Assistance Agency) to "make up for the most critical shortcomings of the system."

Co-founder of La Traverse CRC

A close observer since 1970 of social problems, he decided to become involved in political action. So in 1974 he made a public issue out of the construction of the new Sherbrooke detention centre. Behind this lies his belief that "citizens involvement is absolutely necessary to the success of social reforms." During the same year he helped open the CRC La Traverse in Sherbrooke.

"To God through man's mediation"

Inspired by his religious beliefs, through the years, he became more and more involved in social work. "Deep inside I've always believed that the only way to go to God is through man's mediation. So I've always tried to search for man where he lives and toils and to focus my action towards a better understanding and sharing between social classes," he said.

He also became involved with refugees, helped some boat people and about 10 Salvadoran families in resettling in Canada. He sponsored the admission to Canada of a Laotian family and became the legal adoptive parent of two young Vietnamese. One, now 18, still lives under his roof.

Inmate Week President

President of the Inmate Week in Eastern Townships (see *Let's Talk*, April 30, 1983), Dandeneault insisted throughout the week, and still does during media interviews, on the need to facilitate a social reconciliation between both the inmate and his social history, and between him and society through people with whom he is the most often in touch. They are policemen, Crown attorneys, employers and the general public.

Organizer of a street kitchen

This need for a social reconciliation, taken on a larger basis, prompted him to do voluntary work in a third field: assistance to jobless youth living on welfare. Last October, he established "La Chaudronnée de l'Estrie", a non-profit organization that through donations helps those most in need to get some food at lunch time.

There are roughly 50 meals given out daily, seven days a week. This type of emergency food supply resembles the 1930's street kitchen. It is a "must" in these hard times in the light of hard-hitting unemployment which affects even our



Father Bruno Dandeneault

well-educated youth. Dandeneault even wrote an open letter to denounce the extreme conditions that jobless young people have had to go through. (The unemployment rate in the Eastern Townships for people, age 18-30, had by then hit the 30% mark).

Manager of a refuge

Last November, he opened, assisted by two young unemployed associates — an accountant and a cook — a refuge in a downtown hotel that had been through better times and was once one of Sherbrooke's most prestigious hotels. A lease arrangement was concluded with the owner and the community supplied the furniture, linen, and kitchen utensils.

"This is not the Ritz, commented one of the youth, but one is at least sheltered from the rain . . . Food? It's OK but you can't be a gourmet. It's better than being out on the street stealing for food. Nowadays, lots of young people are resigned to stealing in order to survive."

"These youths have their knuckles rapped", comments Dandeneault, "supposedly for their lack of will, but who ever gave them a chance to build ambition? For that, one needs to work."

So to fight unemployment, Dandeneault and his associates are developing a communal garden (35 acres) to help these people survive on \$144 a month."

Regional CAC

Dandeneault is also a member of the Regional Criminology

Citizens' Advisory Committee whose mandate is to assess all clinical services within the prison system, from admission to discharge. He is a firm believer in the complementary action of this committee with two other regional committees: Industries, and Training. No socialization is possible without having the inmates work during their incarceration, he believes.

A CRC that is an alternative

Even though incarceration is to him a necessary evil, Dandeneault talks of the need to find as many alternatives as possible to incarceration. For example, he recalls this Quebec CRC that allows a small group of inmates to integrate in a "life cell" made of "ordinary people." This is an interesting formula, he believes, since it prevents the formation of an inmate subculture that feeds itself on the feeling of alienation.

"Human work"

When asked if he is a humanist, Dandeneault warns against Utopia and any exclusive ideology for the sake of ideology. For example, he recalls a recent conversation with a former student who is now a prosperous businessman. "You, my friend, you work on man while I work on dollars," said the businessman. Dandeneault replied that he didn't agree. Bread and butter is as critical to man as what I do. He who keeps the economy wheel turning does strictly human work. The difference lies in the way one does his job and for which purpose: is it exclusively for the sake of profit or for something else?"

Asked about the efficiency of correctional services and the chances for inmates, he answers: "Based on all the efforts done in the various sections of correctional services, including CRCs, there is no doubt a certain number of offenders will become productive citizens. We need to intensify our efforts to prevent more people from becoming trapped in a refuse syndrome all their life. The solution worked out for the more general social problems will, in the long term, happen to be the same workable solutions for offenders and ex-offenders."

"Helping the offender come to terms"

Dandeneault intends to carry on his work as chaplain to help inmates discover inner peace, trust and self-reliance — "this is the reconciliation that I care for" — and facilitate their return to society. Behind this lies the belief that every individual has the potential, the inner resources to function satisfactorily and happily.

"If you ask me what motivates me more profoundly to say that, then I will have to conclude by sharing my belief as a priest that every human being is designed for a different and more universal communion than the sole human one, doomed to end with death. For sure this has been and remains my true motivation."

As his *Commissioner's Citation* states: "The admirable self-dedication and constant efforts towards working for better social justice of this man deserves full recognition of him by The Correctional Service of Canada."

The "Bible Biker" has a captive flock

By Ron Livingstone

When he's out of his clerical garb, Rev. Nelson Trafford, otherwise known as "The Rev" to many federal penitentiary inmates, could easily pass for your friendly stockbroker, even when he's travelling around on his 1979 Honda Goldwing motorcycle. Referred to at times as the "motorcycle monk" and the "Bible biker," he laughs off these soubriquets with ease.

"I've been driving for years," he says with a twinkle in his eye. "There is a freedom about motorcycles which says something for my own sense of liberty and joy. Driving a motorcycle allows me to get much more in touch with my surroundings when travelling."

With his home in the Thousand Islands area, Rev. Trafford takes pleasure in driving to and from his "captive" parishioners, and when weather permits, the motorcycle is his

favorite means of transportation.

Now in his sixth year as chaplain to penitentiary inmates, he was, for a time, a padre behind the high stone walls of Kingston Penitentiary. After spending some years as chaplain to the inmates at both Bath and Frontenac, he assumed the duties as chaplain behind the walls at Collins Bay Institution on April 1, 1983.

He is one of 52 full-time penitentiary chaplains, working for the CSC, 23 of whom are on contract including Rev. Trafford. Contract employment is the method which relies on the borrowing principle. The chaplain remains in the employ of his/her church but works in a given correctional institution. Chaplains are "borrowed" under a contract which includes one probationary year plus a possible five additional years.

Rev. Trafford, 51, is a grandfather of six. Affable and easy going, his extroverted personality contains a

quick wit and an acute sense of awareness, which makes him a favorite with the inmates he sees daily.

Born in Ottawa, he left that city after finishing high school and, with his parents moved to Kingston. He then attended Queen's University where he earned a Bachelor of Arts degree, and later a Masters in Theology. He went on to complete his special pastoral education with the Kingston Institute of Pastoral Care at Queen's, which eventually brought him into the field of corrections.

Prior to becoming a penitentiary chaplain, he worked in the area of alcohol addiction and mental health and was supervisor for the provincial government's Eastern Ontario Rehabilitation Services.

"The Rev" has seen both sides of the law in action, but his one and only brush with the law goes back quite a long way.

"As a juvenile of 14, I became a delinquent and served one year on probation. I might add, however, that I was fortunate to have had loving parents and a very caring lady probation officer."

Pausing to contemplate this for a moment, he continues. "I can relate well to men in prison, having lived in a state of rebellion myself as a juvenile. It gives me a better appreciation for those still in that terrible struggle. But for the grace of God . . ."

Working within the confines of a penitentiary, Rev. Trafford has had occasion to counsel some of Canada's more notorious criminals and looks upon his ministry as "developing services in areas of primary importance — one-to-one relationships, discussion groups and religious services."

He has seen a great deal of the criminal subculture, but has constantly retained his belief in the human spirit. "Inmates are, first and foremost,

human beings," he says.

"The chaplaincy is a very important part of the whole system of corrections. I see the chaplaincy as the only office within the rehabilitation process that attempts to deal with the whole-person concept."

Rev. Trafford takes his work seriously, but at the same time makes an effort to enjoy his ministry. His concern with the personal problems of his parishioners leaves him little or no leisure time, but he's thinking about a short vacation this summer and is eagerly looking forward to the freedom of his motorcycle.

"I'm hoping to ride my bike out to Vancouver, and perhaps even make a brief visit to see my sister in California," he says. "My wife Faith also loves to travel and together we'll both experience the freedom, liberty and joy of seeing a good part of this country from our Honda."

Special Edition

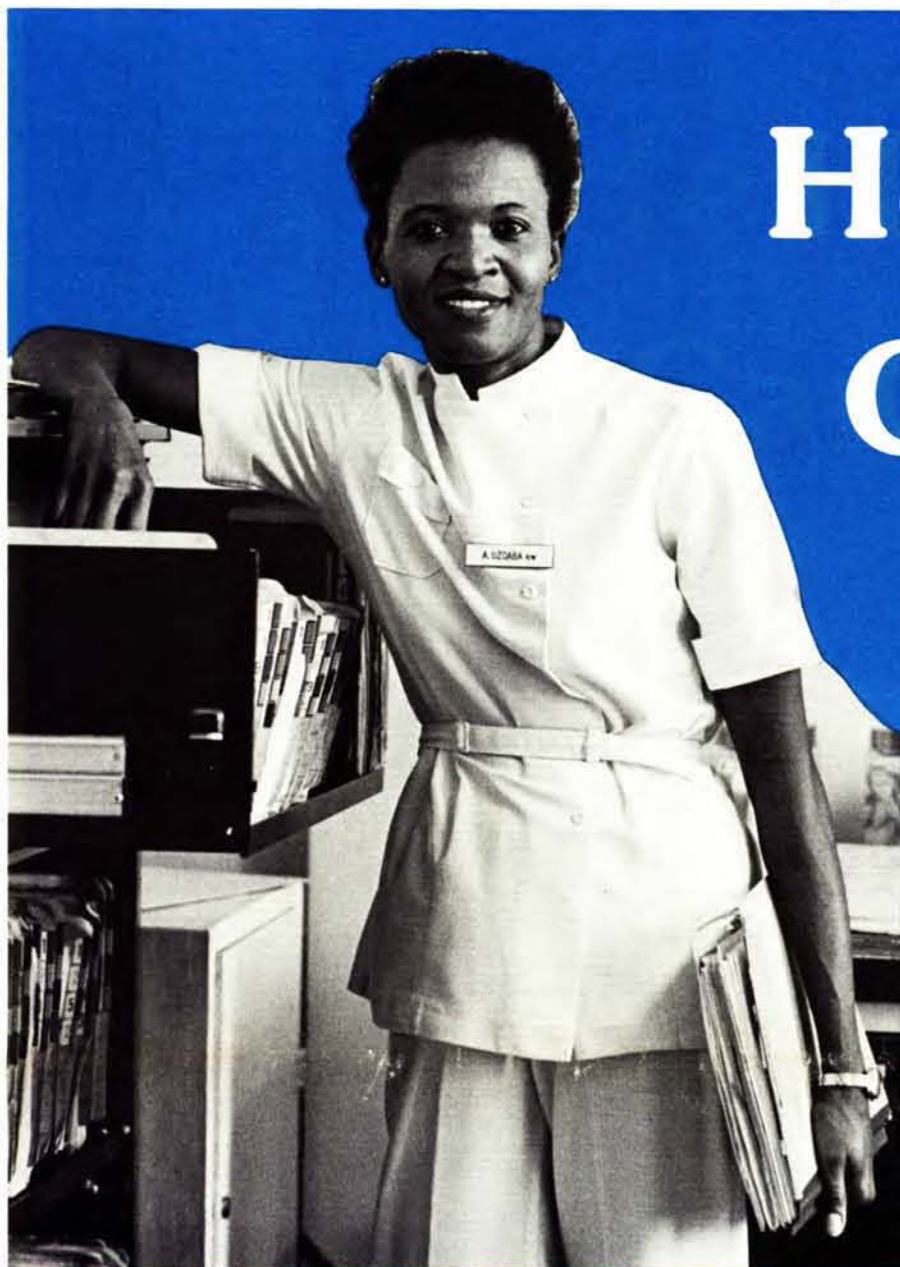
Dedicated to CSC health care staff on the occasion of the 2nd World Congress on Prison Medicine in Ottawa.

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Prison for Women Nurse Ann Uzoaba with records

Health Care

Photos: Ernie Sparks



Collins Bay Nurse Janice Moore with patient



RPC Pacific Psychologist Jerome Fransblow

Inside

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"It's a kind of magical place, wonderfully spirited, almost religious in its medical commitment ..."

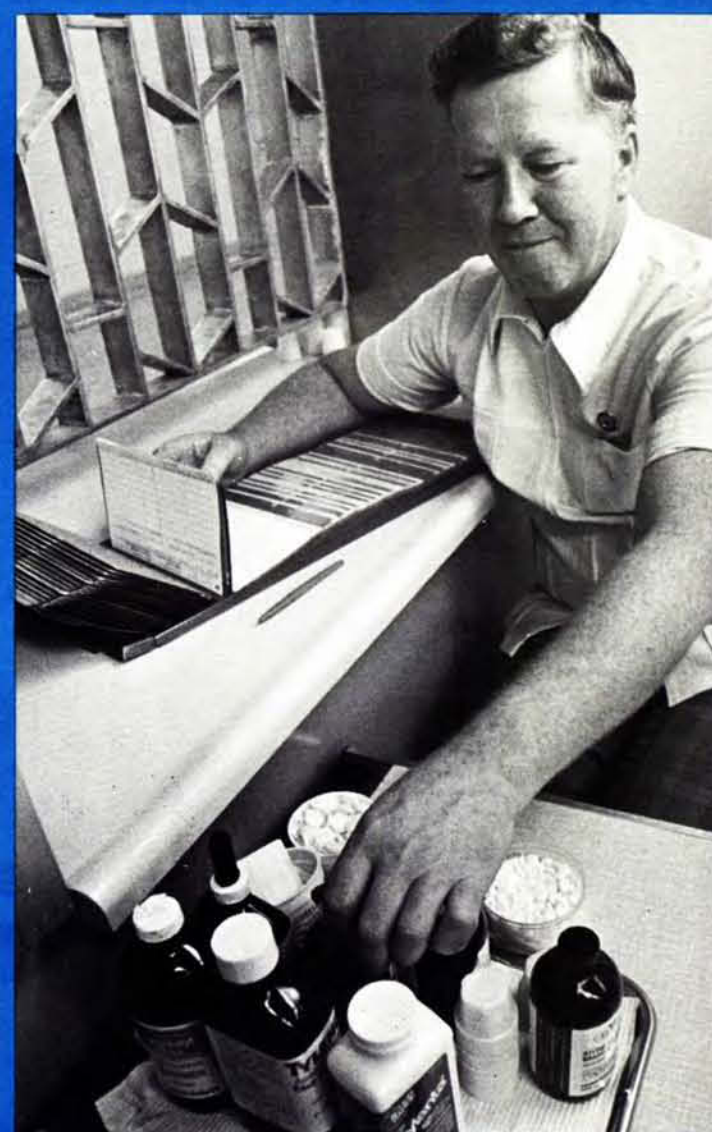
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Forensic nursing education in Pacific Region

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Nurse Ann Uzoaba performing a venipuncture



Collins Bay Nurse Weldon Thurbide in dispensary

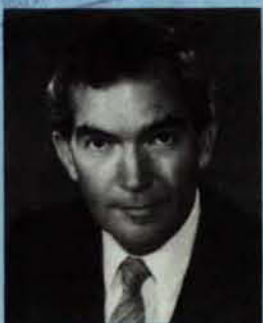


Correctional Service Canada / Service correctionnel Canada

Canada

Welcome to the Congress!

Hon. Bob Kaplan Solicitor General



I am both proud and pleased to act as your host for this Second Congress of the International Council of Prison Medical Services. We in Canada take very seriously the delivery of high quality, professional medical and health care to inmates throughout the country, and especially within The Correctional Service of Canada. I am glad to say we have made great advances in this direction in the last ten years.

I am proud that Canada fully supports, and is committed to, both the United Nations resolutions on the Standard Minimum Rules for the Treatment of Prisoners as well as the Principles of Medical Ethics and its all-important Annex, dealing with the role of health personnel in the protection of prisoners against torture or degrading treatment. These commitments are reflected in our operational programs and account, in no small measure, for the fact that Canada has played a leading role in the development of the International Council on Prison Medical Services. I take great pleasure in welcoming so many international delegates to a Congress that offers such a challenging program. All of you here share a commitment and I know you will lead this meeting toward new goals and standards of excellence. The net result will be seen in the professional development of staff and improved health care services to offenders.

I am delighted the United Nations Criminal Justice Branch and the World Medical Association are officially represented at this event. The former body will also be looking with great interest at your deliberations in planning its Seventh Congress on the Prevention of Crime and the Treatment of Offenders to be held in the fall of 1985.

Don Yeomans Commissioner



This special issue of *Let's Talk* dedicated to the Medical and Health Care Services Branch of CSC, has two purposes: to welcome delegates to the Second World Congress on Prison Health Care . . . and to salute the outstanding commitment of CSC's health care staff to their inmate patients.

One of the most exciting benefits to come out of this congress will be the creative exchange of information and ideas between visitors and our staff. As we make new friendships and learn from each other, we will find ways to provide a more humane delivery of prison health care services.

The last 10 years has been a decade of progress for CSC prison health care. Today we have a completely professional health care service staffed by qualified nurses and doctors.

CSC's accreditation program has — thanks to the hard work and dedication of our staff — resulted in the accreditation of 15 health care centres in medium and maximum security penitentiaries. All were awarded three-year accreditation from the American Correctional Association's Commission on Accreditation in Corrections. Two of our health care centres and one psychiatric hospital also received accreditation from the Canadian Council on Hospital Accreditation.

The growing number of accredited institutions testifies to an objective on the verge of realization: health care delivery to offenders equal to that given on the outside to citizens.

This is the challenge CSC has set for its medical services and health care staff. I salute them proudly.

The First Congress

The First World Congress of Penitentiary Medicine in Dijon, France, in 1978 was also sponsored by the then year-old International Council of Prison Medical Services (ICPMS), assisted by the French government.

A private, non-political organization of health care professionals, the ICPMS was formed during the Sixth World Congress of Psychiatry, held in Hawaii in September, 1977. The aim: To establish and maintain a



Dr. Chuni Roy

working relationship among its members through an on-going exchange of information regarding health services in prisons around the world.

Two years later, in Athens, Greece, the ICPMS prepared a code of conduct for physicians working in prisons known as the *Oath of Athens*.

To strengthen health care in prisons around the world, the council supports programs such as the



Dr. Rhodes Chalke

University of Paris-sponsored Diploma in Penitentiary Medicine, whose first examination was held at CSC's Pacific Regional Psychiatric Centre, Abbotsford, B.C., in January, 1981.

Founding members of the ICPMS are Drs. F.C.R. Chalke (Canada), O.N. Jensen (Denmark), T.J. Kiresuk (U.S.), Chuni Roy (Canada), O.R. Schmalzbach (Australia), R.J. Hernandez Serrano (Venezuela), S.D. Sharma (India), A.N. Singh (Canada), Solange Troisier (France), and D.J. West (England).

World Congress expects 1,000 delegates to Ottawa

About 1,000 delegates from 40 nations are expected to attend the 2nd World Congress on Prison Health Care. Those coming to Ottawa August 28-31 will represent, to name just a few, the U.S., Venezuela, Australia, Indonesia, Japan, People's Republic of China, Malaysia, India, Jordan, Senegal, Switzerland, France, the U.K. and Finland.

Canada, including several provinces, is sponsoring the Congress on behalf of the International Council of Prison Medical Services. It will provide an international forum, and will be the first time all aspects of prison health care delivery will be discussed by experts from the criminal justice community.

The 1st World Congress was held in Dijon, France, in 1978.

Solicitor General **Bob Kaplan** will officially open the Congress and the keynote address will be given by **Norval Morris**, professor of law and criminology at the University of Chicago and author of *Madness and the Criminal Law*.

Lamin Sesay, of the U.N. crime prevention and criminal justice branch, will deliver a major address on international trends in prison health care.

Delegates will include medical doctors, psychiatrists, nurses, criminologists, sociologists, psychologists, lawyers and prison administrators from around the world. They will address violence in prisons, treatment of sexual offenders, the problem of AIDS (Acquired Immune Deficiency Syndrome), treatment of criminally insane, use of mood-altering drugs in treatment of offenders, legal and ethical issues, and other concerns.

About 50 CSC staff from the regions will participate. Several more staff are going to attend at their own expense.

More than 100 health care experts from around the world will present papers dealing with important issues such as the role of the nurse in prison, stress management for prison employees and inmates, effects of long-term incarceration, standards and evaluation of prison health care, and alien, juvenile and female offenders.

CSC staff presenting papers or participating in panel sessions will include **Norah Brochu**, health care operations director; **Bill Palmer**, Warkworth Institution psychologist; **Gene Mykyte**, Pacific regional chief of nursing, and **Dr. Arthur Gordon**, RPC Prairies.

lets talk

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Translation — **Christiane Picard**



The 2nd World Congress secretariat and working group at National Headquarters. Left to right, seated: Ken Kenward, Georges Gignac, Dr. Dan Craigen, Geoff Voyce, Rita Lambert, Monique Morin. Standing: Wendy Krantz, Margaret MacKinnon, Bob McKay, Patricia Balfour, Don Delaney, Maurice Charbonneau, Désirée Zalatan, Paul Fortin, Barbara Foster and Jim Lumsden.

Featuring

Knuckles:
By Harold Paquette



The challenge of change in health care

By Mona C. Ricks

Changes in health care services — and strategies needed to meet them — dominated discussions at the first national conference of assistant wardens and colleagues in health care services, May 17-19 in Ottawa.

The changes are country-wide, an off-shoot of today's recession, said Dr. **Dan Craigen**, director general of the branch. Reductions have already been made in staff and budgets. Other cutbacks could occur following government-wide fiscal restraint, he said. Dr. Craigen asked the conference to explore . . . "possible methods of compensating for losses (staff), to enable us to continue to provide humane health services."

An assessment of 24-hour, seven-days-a-week health care delivery for offenders has begun in Pacific Region, he said. Round-the-clock service has long been "almost a sacred duty in our Service. But when hospital beds are being slashed across the country, when provincial mental hospital wings are closing down, and waiting lists for both are rising, do we truly need to continue 24-hour service, seven days a week in all institutions?" he asked.

For example, Mission Institution health care centre in British Columbia might operate without beds, relying on a community hospital and nearby Matsqui Institution to cover emergencies.

After discussing the difficulty of regrouping services to meet cutbacks, the conference reached unanimous agreement that until legal and ethical complexities have been resolved, 24-hour coverage of health care centres should remain in all institutions.

The unit dose, a method of medication rapidly becoming standard practice in other health institutions, was scheduled as a pilot project in the Service. The unit dosage saves time, provides greater security, and decreases potential error.

Automation of medical records in the institutions must be initiated soon, said **Mac Perry**, director of policy, planning, and evaluation in the branch. It's a massive project but essential to current medical and health care administrative practice, he noted.

The recent report on the removal of some security posts in health care centres, and replacement by less well-defined posts, evoked concern. It did not fully recognize unique situations encountered by health care centre staff, conference participants told **Bob Brown**, chief of security resources. **Rita Grenier**, senior health care officer at the Federal Training Centre, Quebec, reported nurses in her medium-security institution had to walk through the inmate population with emergency kits, unescorted. Consultation between health care services and security, it was agreed, would help to alleviate problems of this nature.

A new evaluation tool, peer grouping of similar correctional institutions, was presented by **Bob Osterhout** of Finance Branch, as a new method to assess an institution's efficiency. "It is not wrong to be different from your peer group," he said, "but the differences must be explicable." Further discussion identified a need for feedback and time to define criteria.

Dental services probably received the greatest attention throughout the conference. The need for dental examination during an offender's first two weeks in an institution, was questioned, as was the short waiting time for treatment appointments,

Principles of medical health care

Twenty-seven principles embody medical ethics in the Medical and Health Care Services Branch of The Correctional Service of Canada, guiding the conduct of health professionals in a prison environment. They also respond to those established by the United Nations in a resolution adopted by the General Assembly, March 9, 1983, which stress standards and quality of health care delivery to inmates.

Inmates are permitted annual physical examinations (at their request), but are not required, to undergo diagnostic tests which involve significant discomfort or risk. Other principles entitle inmates to health care by "competent professionals," including dental treatment. Each of the 27 principles has been reviewed by medical and legal professionals and persons involved in the rights of prisoners.

An overview

CSC's health care activities have the objective of providing inmates with access to quality medical, psychiatric and dental treatment, on a voluntary, referral or emergency basis, and ensuring institutions meet accepted standards for sanitation and hygiene. Standards adopted by the community's medical professionals are accepted as CSC's. Overseeing CSC standards, the independent Medical Advisory Committee is comprised of representatives from the Canadian Medical Association, Canadian Psychiatric Association, Canadian Nursing Association, and Canadian Dental Association.

Health care will consume about seven per cent of CSC's 1983-84 operating budget, or an estimated \$38.9 million. Of this, about 94 per cent is for personnel or professional services from consultant practitioners and agencies. The 515 staff deliver health care through 26 Health Care Centres serving the 41 major institutions, and two Regional Psychiatric Centres and a regional treatment centre.

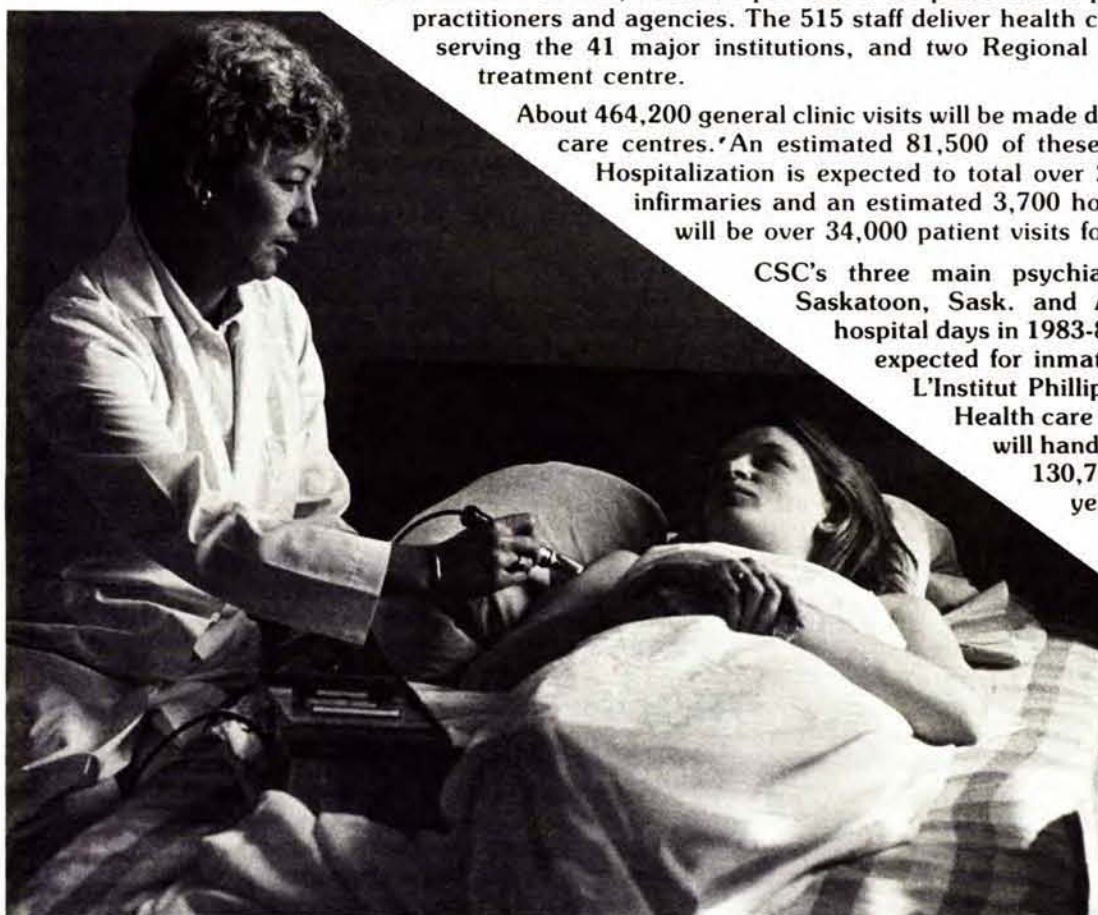
About 464,200 general clinic visits will be made during the current fiscal year to health care centres. An estimated 81,500 of these inmates will be seen by a doctor.

Hospitalization is expected to total over 25,000 hospital days in the centres' infirmaries and an estimated 3,700 hospital days at other facilities. There will be over 34,000 patient visits for dental care during 1983-84.

CSC's three main psychiatric facilities, in Kingston, Ont., Saskatoon, Sask. and Abbotsford, B.C., estimate 92,500 hospital days in 1983-84. Another 33,000 hospital days are expected for inmate-patients at the Quebec provincial L'Institut Philippe Pinel, under contract with CSC.

Health care centres and other provincial facilities will handle the balance of an estimated total of 130,700 psychiatric hospital days this fiscal year.

* Figures are 1983-84 budget estimates.



Physiotherapist **Margo Valliant** with Prison for Women patient.

Cutbacks discussed at conference

often a matter of weeks compared with months for patients in the community.

Revision of branch policies has already decreased the number of physical examinations closer to those recommended for the community, said Dr. Craigen. Cosmetic surgery, such as tattoo removal, has decreased. In some institutions, medication is being issued on a . . . once daily basis, with significant savings in nurse workload."

"Program evaluation," according to **Ray Burzynski**, of evaluation and special projects in CSC, "is here to stay, built into strategic planning, not just in CSC, but throughout government . . ." He said evaluations of medical and health care, and psychiatric services in the Service, were under review. He announced a study of staffing in health care centres, due to start in September. He assured the conference this was not to make further cuts or justify recent staff

reduction, but to ensure, "effective functioning of health care centres to accomplish objectives."

Improving communication and cooperation between CSC medical and psychiatric units was discussed. **Pat Beecher**, Regional Psychiatric Centre, Abbotsford, B.C., said staff at the RPC are rotated for three months through follow-up programs at the institutions, and living unit officers work at the psychiatric centre two to three weeks, to familiarize themselves with programs. Specific staff, including a coordinator at the RPC, are currently occupied with follow-up care.

Problems facing those who deal with drug and alcohol patients were introduced by **Janet Gaskin** and **Tom Franklin** of the Addiction Research Foundation, Toronto. Statistics show hard drug use increasing, and alcohol addiction still a major problem with young people.

Reviewing the three-day sessions, Dr. Craigen said the conference had been worthwhile. "I intend to make it an annual event."

Quotations

"It is tough to be a nurse in prison. Although nurses become used to the clanging bars, the constant searches and casual brutality, they must never be anesthetized to the tragedies and anathemized to the needs that are the everyday experiences of health care delivery . . . Nurses, as well as other helping professionals, must constantly be on the lookout for their own institutionalization."

— *Nursing Outlook*, Mar.-Apr. 1983

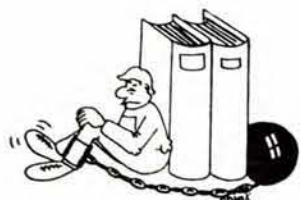
"To please no one will I prescribe a deadly drug, nor give advice which may cause his death. Nor will I give a woman a pessary to procure abortion."

— *Hippocratic Oath*, 370 BC

"Healing is not only the elimination of a pathological condition but involves the whole person. Therapy, therefore, cannot be achieved at the cost of causing significant damage to another dimension of humanness, healing namely to the patient's moral integrity or to the moral sensitivity of the community, which ultimately provides care and service through its (staff) members."

— *Rev. Bela Somjai, SJ, Toronto School of Theology*

Have You Read?



Knuckles: By Harold Paquette

Canada is proud of its achievements in correctional health care — many of which required change in the delivery of health care services to prisoners. You can read about the progress of health care change in Canada's federal penal system in the booklet *Canada's Achievement in Correctional Health Care*. Contact **The Correctional Service of Canada, Communications Branch, 340 Laurier Avenue West, Ottawa, K1A 0P9. Tel. (613) 995-3031.**

Atlantic Region

A decade of progress in health care

by Jim West

ATLANTIC — When Dr. Roger Léger entered correctional health care at Dorchester penitentiary as a physician under contract 10 years ago, there hadn't been a physician providing services at the institution on a regular basis for over a year. A physician willing to work with CSC could not be located. The Sackville Hospital had forbidden the penitentiary from using its facilities after an inmate-patient took a nurse hostage and escaped. There was a senior health care officer, a registered nurse and about 10 health care officers. Health care officers did clerical duties, took x-rays and developed the film by hand, did blood counts and urinalysis. Unfortunately, the x-rays were of a poor quality — often illegible — and if legible, no official report of the diagnosis or content of the film made. Eventually, the old x-ray machine was banned by the federal Radiation Protection Branch of Health and Welfare.

Dorchester's health care has come a long way since then.

A separate room was assigned a new x-ray machine, and an automatic x-ray film processor added. The x-rays were forwarded to the nearby Moncton hospitals and read by a radiologist, who continue to file official reports placed on the patient's file.

Léger, now regional manager health care services in Atlantic, glances towards renovations underway at Dorchester's two-storey health care centre. The \$325,000 project will convert the centre's interior into a number of offices for private, and centrally-located professional medical services. A pharmacy will be re-located from a glassed room to a secure, walled area on the first floor. When completed this month, the 18 beds — six fewer than before — will handle the institution's average 435 population.

"One of the major areas of weakness that confronted me," Léger recalls, "was the control of drugs. There were all kinds of drugs being handed out from the health care centre without careful control and being abused by the inmates."



Measures such as ensuring distribution of medication under control of the nurses made him unpopular with the inmates. Once, refusing to prescribe medication, an inmate swept the contents of his desk onto the floor and launched into a tirade of verbal abuse. The control he sought came through persistence.

Ten to 15 years with no review

Another objective of Léger's back in 1973 was dismantling the 35-bed hospital unit at Dorchester's health care centre. Filled to capacity at all times, the hospital was also being used by inmates who were suspected malingers and by those who sought protection from other inmates. Some long-term "patients" had been at the hospital for 10 to 15 years — without ever being reviewed for a transfer to lower security level, parole or to the general population with access to programs.

It took five years to dispose of the unit as it had existed. But in 1978 health care staff had reviewed each case, discharged inmates who weren't medically or psychiatrically ill, and had implemented an efficient case review system.

Ambulance and day surgery

Inmates at all Atlantic Region institutions now have access to psychiatric, dental, orthopedic, optometric and general medical services.

For example, most of the surgery required by inmates is orthopedic in nature. Security concerns and transportation to community hospitals was solved with Moncton City Hospital's establishment of a day surgery unit and CSC's purchase of an ambulance in 1982.

Dorchester's minimum-security neighbor, Westmorland Institution, is visited by a nurse five mornings per week, who distributes medication and screens physical complaints.

Springhill Institution

The medium-security Springhill Institution, 90 kilometres (56 miles) to the east, has boasted an excellent health care centre since the institution opened in 1967. Staff consists of the assistant warden health care services, six registered nurses, and a clerk. Dorchester's Assistant Warden, Health Care Services since 1975, Lynn Bourgeois, puts the progress in perspective: "We're constantly changing, growing and improving. We are now at the toddler's stage, but soon we'll be in our teens."



Prison for Women staff, left to right: Jane Einwechter, RN; Ann Uzoaba, RN; Fourth year medical student Shane Kimber, Dr. Joseph Burley, Barry Hollywood, RN, and A/Warden Health Care Marg Ruttan, RN.

A look at Ontario Region

Good staff relations bolsters health care at Prison for Women

by Dennis Curtis
Ontario RMC

ONTARIO — The fact there hasn't been any turnover of nursing staff at the Prison for Women, and no sick leave for the past six years is one indication of a good health care environment at the institution.

"Our staff seem to be a pretty cohesive, relatively happy group," notes Marg Ruttan, assistant warden health care services. Her staff consists of a clerk and six registered nurses.

Credit has to go to the regular staff meetings and professional training opportunities.

Informal agreements with health care professionals and agencies in Kingston permit staff training assistance, at no cost to CSC. For example, arrangements have been made for nursing staff to attend, on their own time and on a rotational basis clinical sessions at St. Mary's and Hotel Dieu hospitals, recertify in cardio pulmonary resuscitation, and study criminology.

Recently, Ruttan obtained course material and the services of two Kingston Psychiatric Hospital staff for a teaching session on the management of disturbed behaviour.

Collins Bay region's most modern health care centre

The health care centre at Collins Bay Institution is the most modern in Ontario Region. It features a bright, well-equipped treatment room with many pieces of apparatus, including physiotherapy equipment, traction, heat lamps, optometry equipment, treatment table, and other necessary components to treat the day-to-day ailments for the population of about 450 inmates.

Adjoining the health care facility is a very large and well-equipped x-ray room, installed in 1978, capable of carrying out most x-ray procedures. This facility serves the entire region, although all but one of our institutions have their own small x-ray facilities. All x-rays taken in the region are funnelled to Collins Bay, where the regional radiologists, Dr. Salomon Fransman comes in three times a week to interpret them. In addition, he is available for those procedures which require the attendance of a qualified physician radiologist.

All major institutions in the region have a number of hospital beds available for in-patients. Collins Bay has seven. The rooms vary depending upon the level of security. Since the introduction of the penitentiary placement system, all health care facilities at major institutions in the region are now responsible for newcomers and are therefore required to perform complete medical and dental examinations within a short time after the arrival of a new inmate.

Qualified nurses at Collins Bay are on duty 24 hours a day and like other institutions in the Kingston area, they can call on the services of two very well-equipped hospitals in downtown Kingston — Hotel Dieu and Kingston General Hospital. Assistant Warden Health Care Services Christa Hoedicke and her staff of seven nurses and one clerk are always kept busy in this, one of the largest federal institutions in Canada.

Health Care Services

CSC's 41 major institutions are served by 26 health care centres, located inside maximum and medium security institutions, which themselves are sometimes next to a minimum. Fully qualified health care staff provide primarily outpatient and ambulatory services. As well, a limited number of "infirm-

mary" or "hospital" beds are available for short term bed care, including post-operative care where full-fledged hospital facilities aren't required. Health care staff also coordinate access to a full range of community medical services for diagnosis, treatment and rehabilitation when the centres' own resources are inadequate.

Kingston Penitentiary's unique centre

One of the most unique health care centres in the Ontario Region is located inside Canada's oldest federal institution, Kingston Penitentiary. Until two years ago, it served as the Reception Centre for the region and some of the regional aspects still remain.

Inmate patients from other institutions in the region are brought to Kingston on occasion, to be examined and treated by consultant-doctors, and surgical operations are performed for inmates from across the region. If you ignore the three-foot-thick limestone walls, the operating room is as well equipped as those in most community hospitals. Regional Surgeon Dr. Hal Neuman performs operations every Wednesday afternoon, ranging from removal of cysts to hernia repair, complete with an anesthesiologist and operating room nurses. Following operations, patients are taken to a recovery room, and from there to a patient room on the same floor, much the same as in community hospitals.

Transporting inmates to outside hospitals is a very expensive proposition and the facility at Kingston Penitentiary saves the Service and Canadian taxpayers a great deal of money.

EEGs (electroencephalograms) for the Region are also performed here and the facility has a number of treatment rooms and a dispensary for medication.

Senior Health Care Officer Shirley Bamford supervises a permanent staff of 10 in this busy, well-equipped hospital inside a building which is almost 150 years old.

The lighter side

Finding his basement flooded one morning, the doctor phoned the plumber, who arrived promptly, found and fixed the trouble in five minutes and presented the doctor with a bill for \$150.

"That's ridiculous," the doctor said. "That comes to about a thousand dollars an hour. I'm a cardiac surgeon and I don't make that kind of money."

"I know," replied the plumber. "Neither did I when I was a cardiac surgeon."

Ontario Medical Review
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Dentistry enjoys progress

Dental services in federal prisons have improved 100 per cent in the last 12 years, says Dr. **John R. Callingham** of the Canadian Dental Association, and a practising dentist in Ottawa, Ontario.

He attributes this development to the National Health Services Advisory Committee, 1974-75 (of which he was a member), appointed to report on the state of health care for inmates, including dentistry.

Goals of dental staff have not changed, he says. The quality of work by dentists working in the penal system has always been high. But, Dr. Callingham adds, "reorganization of prison health care delivery, upgrading clinics, and a well-defined health care policy have all contributed to more opportunities for practising

dentistry in a prison, similar to community services."

Where once dentistry was a matter of controlling pain, thereby aiding a calm institution — now, inmates are seen regularly by dentists, and check-ups are part of the health care system. Dr. Callingham says the Advisory Committee found many inmates had never received dental care; he is certain this situation seldom applies now.

Dr. **Garry O. Osborne**, a Kingston dentist working in Millhaven Institution at Bath, Ontario, has prepared a paper for the 2nd World Congress on Prison Health Care, on the overall improvement of dentistry in federal institutions. Dr. Callingham reports dentists are happy to work in the system now — a vast improvement over conditions some 10 years ago.



Knuckles: By Harold Paquette

Quebec Region

A "mini-pen" inside a hospital

By Muriel Bédard

For the last four years, the CSC's Quebec Region has maintained a semi-private hospital room at the Cité de la Santé de Laval.

This room is specially designed to accommodate inmates requiring maximum and even super-maximum security. The walls and ceilings are lined with steel plates. The bulletproof window does not open and is protected on the inside by a row of bars.

The room is also equipped with a security post, antechamber and search room; all precautions are taken to guarantee the safety of the occupants, staff and other patients in the hospital, and to minimize the risk of escapes. A television camera installed in the room in mid-June allows the guard to monitor a large part of the room from the security post, thus adding visual protection to that afforded by the existing listening post.

Security staff comprise a team of guards from an outside agency under contract to the CSC. (See article page 4.) In general, four security officers are on guard duty during the day, three in the evening and three at night. The room can accommodate two inmates.

However, when an inmate from a special handling unit must be hospitalized at the Cité de la Santé, the room is reserved for him alone, and officers come from the Correctional Development Centre (super-maximum security institution) take the place of the agency guards.

Lieutenant **Ernest Marchand** of the Agence de Sécurité CC of Montreal has worked as a guard at this room since it was reserved four years ago. He explained that the nurses and physicians who come into the room may not bring scissors or stethoscopes because the inmate could seize them.

"Moreover, our relations with them (the inmates) are quite good. We let them know that it is our job to ensure their safety in the hospital and, usually, they respect us." Facts bear out the lieutenant's statements, since in the four years he has been there, no serious incidents, escapes, suicides, murders or hostage-takings have occurred.

Photo: Michel Lauzon



Health care staff at the Laval Institution health care centre meet to go over the day's activities. Left to right: Nurses Marielle Fournier (in charge), Yvan Lepage, Françoise Provencher, Lucie Ouimet and Normande André.

The hospital also has a security waiting room in the basement for inmates going to outpatient clinics for consultation. The inmate waits his turn there until the security staff has been notified.

All inmates are moved about in the hospital in wheelchairs and they are accompanied by one or two guards — according to the level of security required — in addition to the regular nursing staff. According to Dr. **Raymond Benoît**, regional manager, health care services, this arrangement minimizes the fear and misplaced curiosity that could be created by the sight of an inmate obliged to move about in handcuffs and leg irons.

Hospitalized inmates may receive visitors authorized by the director of the institution to which they were committed. Penitentiary security measures regarding visitors are followed at these times.

For patients who must undergo operations that cannot be performed at the Cité de la Santé, chest surgery for example, the CSC also maintains a room at the Hôpital du Sacré-Coeur in Cartierville (Montreal). This room allows for tighter security than the regular hospital rooms, but it does not offer the same degree of security as the Cité de la Santé.

The Cité de la Santé de Laval differs from other hospitals in that it is devoted entirely to family medicine. "Patients are registered in the Cité de la Santé under the name of their family physician and not that of the surgeon," stated Dr. Benoît. "That is also the way we operate in our institutions. Dr. **J.G. Harris**, who is in charge of health care at the Leclerc Institution, takes the place of the inmates' family doctor."

Everything possible is done to ensure the patient the best of care and to facilitate a rapid recovery. Dr. Benoît stated that he regards the inmates merely as sick human beings who must be surrounded by strict security.

Some 110 inmates were hospitalized at the Cité de la Santé from April 1982 to March 1983, representing a total of 504 hospital days. The CSC has a \$350,000 annual contract with the Cité de la Santé, based on a per diem rate of \$246.

Ex-offender recalls cancer treatment

by Ron Livingstone
Parolee, Portsmouth House CCC

"I believe that you are mature enough to accept what I must tell you," said Dr. **Donald Workman**, physician at Millhaven, a maximum security institution. "X-rays indicate that you have a tumor on your right lung and surgery will be necessary."

Upon hearing those words my world suddenly regressed into another type of nightmare. Apart from being an inmate with a long prison term ahead of me, I was now faced with the additional trauma of having cancer, certain that my days were numbered. But the correctional health care people had other ideas. In very short order the wheels were put into motion thereby enabling recovery from an almost fatal disease.

In August, 1976, after careful arrangements had been made, I was taken from Millhaven and quickly admitted to the Hotel Dieu Hospital, Kingston, under heavy escort. After a number of preliminary tests, including a biopsy, it was soon learned that I did indeed have a malignant tumor on the lower lobe of my right lung and major surgery was in fact necessary.

Propped up in my hospital bed, with two correctional officers guarding me, Dr. **Edward Charrette** reluctantly entered my room and said, "There is no question, you have a malignant tumor and surgery should be performed at once."

Feeling helpless and on the verge of screaming out, I could nevertheless see the look of despair come over the faces of the two men guarding me indicating feelings of compassion and sorrow on my behalf.

CXs lend support

"May I use the telephone to call my family?" I asked my keepers. Without any hesitation one of them replied, "Make all the calls you want to. I'm sorry about the bad news you've just received."

After telephoning my brother in Montreal, giving him the news about my condition, I thought about my plight and wondered why I had been dealt such a devastating blow. I thought that as a prisoner the authorities would not care about my situation, and thereby allow me to die. An awakening that I could never have imagined, however, was in store for me.

Soon after major surgery was performed and after I was out of the intensive care unit, Dr. Charrette informed me that the cancer had been completely removed. For the next five years, however, I would be living in a dangerous period since it generally took that amount of time to determine whether or not the cancer had managed to spread to other areas.

Recovery

Some weeks following surgery, and after having received the best possible care, I was returned to Millhaven. For the next 45 days I was a patient in the prison hospital while again receiving exceptional care that I never imagined possible. I was medicated, bathed, fed and received daily visits from Dr. Workman, the nurses and even a physiotherapist. Slowly but surely, I began to recover and was determined that I did indeed want to live again.

Dr. Workman, together with the health care staff were soon consulting with the classification department on my behalf and in very short order a transfer to the medium-security Collins Bay was arranged — a move that helped greatly to give me a bit more control of my life. As well, it helped to relieve some of the stress and depression that I was now experiencing.

The physician at Collins Bay, Dr. **N.S.T. DeJager**, was not satisfied that the medium-security institution was the appropriate location for me since he felt I should be closer to a major hospital in Toronto. In only a few short months, and thanks to the efforts of the health care staff, I was transferred to Warkworth Institution, and again placed under the care of the hospital staff.

Complications

Soon after my arrival at Warkworth, some medical complications set in and in practically no time I was taken to the Toronto Western Hospital, where more tests were administered until such time as I was able to return to Warkworth.

With a medical rehabilitative program tailored to my needs, I was soon having excellent long talks with the health care people about my illness.

My emotional problems suddenly began to subside and soon I felt ready to begin putting my life together.

Seven years later, and now well past the critical period, I am today able to reflect upon the past, look toward the future with renewed hopes . . . thanks mainly to the good care given to me during my periods of incarceration.

From "Susie's Kitchen" to forensic dietetics

"Susie's Kitchen" at Matsqui Institution, is just one indirect way other non-health care branches and divisions contribute to good health.

Susan Heidrich, cooking instructor and home economist with CSC's Education, Training and Employment Branch, reports a "positive reaction" from Matsqui inmates when taught practical cooking, food science and nutrition, "especially from those active in sports," she says. Almost all CSC institutions employ inmates in the kitchen and kitchen skill training is a regular program.

Balancing the diet, reducing unwanted chemicals and following the *Canada Food Guide* are fundamental to good health, especially in prison. It has even been suggested that poor nutrition plays a part in pushing the crime rate up,

notes **Mike Fuller**, director of food services, a division of Technical Services Branch.

Highly refined flour, sugar, salt, caffeine and preservatives are being reduced, as part of a mandate to provide economic, nutritionally balanced meals at the institutions. Institutions develop the menus, and portion sizes are calculated depending on resident age groups and other special requirements that may exist at the institution.

"One important reason for this balanced diet is to ensure that inmates do not require outside hospital attention for nutritional illnesses," Fuller said in a letter to the *Vancouver Sun*.

Cost of each of 14½ million meals a year is about \$1.03 before accounting for the fact that CSC is almost 30-per-

cent self-sufficient in food from its five farms and as many more greenhouse operations.

Food's place in health care receives more professional attention. Major institutions have qualified dietitians visiting part-time. Like the medium-security Stony Mountain Institution, near Winnipeg, where "forensic dietetics" is a fact of life.

"We've had no grievances at all in the past year on diets," notes **Peggy Searle**, assistant warden health care. With the expertise of consultant dietitian **Elizabeth Hamilton**, who visits once a week, the program "teaches inmates what they should eat off the regular food line to comply with a therapeutic diet set down by a doctor or nurse," Searle adds.

Offender Programs

Therapeutic community reduces inmate stress

By Francine Phillips

ATLANTIC — Number 10 living unit at the medium-security Springhill Institution actively pursues the healing principle that the source of help is close at hand and not restricted to professionals. At Springhill's "therapeutic community," this means officers and inmates alike.

Dr. **Maxwell Jones**, one of the concept's founders instrumental in starting the unit in 1969, recently asserted in a written evaluation, "This correctional unit is better than

anything I've seen in the countries I know well — Canada, the U.S., U.K., Netherlands and the Scandinavian nations." He was particularly impressed with high staff commitment, and their balance of caring and firmness.

Dr. **Ed Ryan**, psychiatrist at Springhill Institution, still meets staff of the therapeutic unit twice a month to offer advice. It was Dr. Ryan who took on the task of converting the unit 14 years ago, with the late Rev. **Paul Crosby**, **Willie Gibbs**, former

classification supervisor, and **Gerry Cyr**, psychologist.

It is the only therapeutic community in CSC. To join the 102-inmate unit, inmates must receive approval of a board and then go on a probationary period. Eighteen offender programs staff are directly involved.

Duty staff meet with the inmate discussion committee three times a week to work on problems and concerns until they are resolved. Staff en-

courage the inmates to help decide on questions of living unit conditions, and everyone has a chance to express his opinion. Occasionally, inmates are urged to help solve their neighbor's problems, where it can set the stage for personal growth.

But where does the motivation for this growth come from? To create the right environment, "talk-out" sessions cut tensions and stress. Physical damage to the cells rarely occurs. In return for acting responsibly, inmates receive more freedom and privileges

than they would in other units . . . including the fact their cells are not locked.

According to Case Management Officer **Glen Manthorne**, the therapeutic community is paying off. Feedback he has received from the community-based residential centre, Recovery House, and Paratown Community Correctional Center, indicates that former therapeutic community inmates have increased their ability to deal with others, talk in groups, and are more self-confident.

Film covers Ontario Region health care

Produced by: National Correctional Staff College, Kingston
Script: Staff training and health care staff
Narration: Dennis Curtis, regional manager communications
Length: 23 minutes 30 seconds

Medical and dental procedures and staff interviews in Ontario Region are featured in a film aimed at staff training and eventually public education. It was produced by the National Correctional Staff College, Kingston campus, this past spring. "There were two reasons behind it," notes **Dennis Curtis**, film narrator and regional manager of communications. "Prison health care has always been a mystery to most people. I believe the film really puts things in perspective," he says.

"Most importantly, however, it will teach staff about what goes on in an institutional medical setting." All health care personnel in Ontario Region have seen it.

Staff training's cameramen **John Tighe** and **Dave Bryant** opened with footage of Kingston Penitentiary and medical and dental procedures in the health care centre, following through with scenes at Collins Bay and Warkworth institutions.

Medical staff are interviewed and inmate patients are shown receiving medical care, including an operation at Kingston Penitentiary.

Cost of the film was estimated at less than \$1,000.

Community hospital security teams set for October start

New community hospital security teams will begin operating in four regions this fall, made up of experienced correctional officers. Ontario and Pacific regions will have teams by September 1 and Atlantic and Quebec a month later.

In the past there has been a mix of CXs and commercial guards responsible for surveillance at a

community hospital, notes **Gen Butterworth**, NHQ operational security.

But Supply and Services Canada contracts with the commercial firms won't be renewed due to legal considerations, she explains.

Teams will require a total of 69 staff members. Refresher training will include study of hospital policies and

plant layout. The teams will operate out of three maximum-security institutions — Dorchester, Laval and Pacific RPC, and Ontario RHQ. Prairie Region institutions are too dispersed to make use of a team, Butterworth adds, and CX staff will work overtime when necessary. Team members will be assigned other CX-COF duties when there are no patients.

Occupational health, safety role played

Sixth in the series on health and safety in CSC.

Their primary objective is providing inmate patients with essential medical and dental care but health care staff also serve the interests of occupational health and safety, notes **Bob Boucher**, coordinator employee health and safety at NHQ.

Emergency care to staff following an accident or security incident is an obvious, and crucial role. But health care staff also attach high priority to sanitation, guided by Treasury Board standards, Boucher says.

Primarily, the standards are aimed at the diverse food service areas found in CSC institutions. The

regional manager of health care liaises with Health and Welfare Canada to ensure all inspections are carried out, and necessary follow-ups conducted.

Health care representatives also sit on employee safety committees and the employee assistance program committees, Boucher adds.

Quebec Region staff relations referrals to Concorde Clinic

Pilot project for victims of violence successful

By Communications Division
Quebec Region

Physical or verbal aggression, death threats and hostage-takings are a daily hazard for CSC staff in institutions. Sometimes traumas result and employees are unable to work, says **Jacques Labonté**, regional chief, staff relations, Quebec.

In March 1982, CSC set up a pilot project with the help of the Commission for Health and Safety at Work to provide treatment for CSC employees who were victims of violence at work.

About 40 CSC staff have been referred to the Concorde Clinic since the pilot project began.

Dr. **Raymond Benoît**, regional manager, health care services says this is the first time such a program has been offered. "Previously, CSC employees did not know where to turn because we had no structured program to offer them."

Seven employees on sick leave during March 1982 were referred to the Concorde Clinic. It offers behavioral therapy for neuroses aimed at eliminating or preventing traumas or long-term emotional maladjustments.

The treatment is available to all CSC employees who have been victims of hostage-takings, riots, assaults, verbal threats or any other

serious act of violence, and who are having difficulty functioning on the job because of fear resulting from these incidents.

Since the neurotic reactions of people who had been assaulted or threatened resemble those of hostage-taking victims, the treatment can be offered to people suffering prison-related traumas.

At least three common elements were found. During the hostage-taking, the victim experiences a profound feeling of helplessness, of being trapped, and unable to act without risking serious consequences to himself or to other hostages. The fear of death is also very strong if

there is brutality, or death threats. The victim is at the mercy of highly volatile inmates who might become violent at any moment.

Victims also experience constant, intense emotion — often more than they can tolerate. Reactions to constant stress range from a shock to complete absence of physical sensation, including extreme fear masked by outward calm. It is the intensity of the situation, and not its duration, that determines whether neuroses will develop.

The high degree of stress suffered by hostages may change their manner of functioning, or throw them off balance. Their anxiety can result in

nightmares, insomnia, fear of noise and crowds, loss of appetite, excessive nervousness when in contact with strangers, family problems and worry about the future.

Behavioral therapy at the Concorde Clinic helps victims recognize the causes of their phobia, understand their reactions and then make the desired changes. Quick, appropriate intervention shortens treatment and increases its effectiveness.

Dr. Benoît says that because of results obtained by CSC, "the treatment may be extended to all victims of violence at work — in banks or other institutions."

An evaluation of the Pacific Regional Psychiatric Centre

"There is a unique hospital in Canada and perhaps in the world — because it is built outside prison walls and it exists specifically for the psychiatric treatment of prisoners. It is on the one hand a hospital and on the other a prison. Moreover it has to provide the same quality and standard of care which is expected of a hospital associated with a university."

*Journal of Medical Ethics (U.K.)
1976, 2, p 180*

by Jack Stewart

Psychiatric services were introduced to the Service in 1947 — the outcome of radical penal reform following World War II. Changes were necessary to remedy a situation which had been unsatisfactory during the previous 100 years. Treatment of the mentally ill, including inmates, at that time varied from "non-existent to whatever was available."

Records of Canadian penal history at Kingston Penitentiary, Ontario, show that since the early 1800s prisons and jails (later called penitentiaries) housed inmates vaguely described as "feeble-minded, epileptics, incorrigible, and lunatics."

But knowledge of their existence brought little help, if any at all. The medical situation in prisons, and the issues arising from poorly planned treatment, concerned the administrators of penal institutions as far back as 1865. They were still a source of concern 100 years later.



Counselling session at Pacific RPC

In 1971 the Solicitor General of Canada appointed an Advisory Board of Psychiatric Consultants from nominations made by the Board of Directors of the Canadian Psychiatric Association. With Dr. F.C.R. Chalke, Associate Dean of the Faculty of Medicine, University of Ottawa, as chairman, regional representatives of the board carried out extensive consultations with their colleagues in provincial governments, universities and with other interested individuals and agencies.

The board's report, submitted to the Minister in 1972, contained recommendations defining the role of psychiatry in the correctional setting and stated the action required to fulfill this role in Canada. The outcome of one major recommendation, concerning inadequate facilities, turned to spotlight on the possibility of using

existing facilities as psychiatric hospitals — the Regional Psychiatric Centre in Abbotsford, British Columbia, being the result.

The building now housing the Regional Psychiatric Centre in British Columbia was originally designed as a treatment unit for female drug addicts. It was handed over to the Medical and Health Care department of the Service in 1972 to treat mentally ill inmates in the Western Region. Structural changes required to adapt the six-year-old complex to its new use included installation of nursing stations in the living units and an admission unit.

Dr. Chuni Roy arrived as first medical director of the hospital in July, 1972. In 1974 the Centre was designated a legal hospital within the meaning of the British Columbia Hospital Act, Section 2, and under Section 4 (2) of the *British Columbia Mental Health Act*. The same year the centre became formally associated with the University of British Columbia.

In 1979, it became the first penitentiary hospital in Canada to be awarded accreditation status by the Canadian Council on Hospital Accreditation and the following year received the rare three-year status from this body. The Regional Psychiatric Centre was also recognized as a primary resource agency by the World Health Organization in 1977.

A fitting tribute to the centre was paid by Dr. Milton H. Miller, M.D., Professor and Vice-chairman Dept. of Psychiatry University of California, who said,

"It's a kind of magical place, wonderfully spirited, almost religious in its medical commitment. I watched the Regional Medical Centre and its staff tame and heal some of the most profoundly damaged humans. I think it is among the most remarkable places in Canada and on the continent."

Jack Stewart was formerly Pacific regional manager of communications and now runs his own company in Vancouver.



Illustration courtesy Prison Arts Foundation

"Shah of Lathmar" in ink, by Larry Beaudoin, is one of several illustrations depicting fantasy in the *Prison Arts Retrospective 1969-1982*, published by the Prison Arts Foundation, of Brantford, Ont. The Foundation was incorporated in May, 1972 to promote creative activity programs in prisons, to recognize the value of such programs in the rehabilitative process and to develop the talents and skills of inmates.

Following-up with help for ex-psychiatric patients

Pacific Region's psychiatric centre at Abbotsford was really a starting point for the evolution of good follow-up, health care services offered inmate-patients in the region's institutions today.

With the psychiatric centre's emergence 11 years ago, for the first time inmate patients could be referred to a specialized institution for assessment and treatment, notes Charlie Van De Bon, assistant warden health care at the maximum-security Kent Institution.

Health care centres in the institutions initially acted as "clearing houses" for inmates on their way to Abbotsford, the 15-year CSC veteran says.

As psychiatric programs became more clearly defined, and psychiatric centre objectives formalized, the role and involvement of health care centres began to grow. Institutional physicians and psychologists and psychiatric centre doctors joined forces to develop assessment and treatment plans at the institutional level.

"As psychiatric services grew, and ex-psychiatric centre patients returned to their community — the prison system — it soon became apparent that follow-up services within the institution were necessary," Van De Bon says.

Consequently, during 1977-78, a program was begun by staff at the psychiatric centre which has become an integrated part of health care services today.

"It has long been recognized by health care professionals that to obtain optimum health, a holistic approach involving the physiological, psychological and spiritual well being of an individual was required," he notes.

Inadequate and maladjusted individuals develop abnormal

responses to external stimuli, resulting in extremes — from depression and withdrawal, to violent, aggressive acting-out behavior including self-mutilation, he adds.

Kent Institution's health care and living unit staff are actively involved in identifying and helping those who show signs of mental distress, he notes. Inmates are referred to the full-time psychologist or a visiting psychiatrist from the psychiatric centre.



Charlie Van De Bon

Acute and crisis situations are resolved by immediate admission to the psychiatric centre. Emergency and short-term treatment is provided at the health care centre while follow-up or extended programs are a joint effort by health care and living unit officers.

Transfers from the psychiatric centre are admitted to Kent's induction unit for assessment prior to placement in the general population. After placement, and when the need arises, psychiatric nurses from the regional psychiatric centre, in consultation with health care at the institution, do follow-up interviews with their ex-patients. This provides a support system for the patient and coordinates communication with institutional personnel providing the "community" psychiatric services at the institution.

"One can be proud of the past decade and optimistic about the future," he says.

Provincial hospital admits federal inmates

Philippe Pinel Institute

By Muriel Bédard

QUEBEC — Every day approximately 3,500 inmates are provided with accommodation in Quebec's 10 federal institutions. There is a general practitioner on the staff of each penitentiary; a dentist and an optometrist make visits on request. Each penitentiary is equipped with a physician's office and examining room. The Laval maximum security institution also has a small hospital with x-ray and minor surgery rooms to which inmates are referred from all over Quebec.

In addition, two visiting psychiatrists attached to the Philippe Pinel Institute of Montreal visit each institution once a week and come for consultations at the request of the institution's medical officer. These psychiatrists are on call 24 hours a day, seven days a week.

In the psychiatrist's judgment, if an inmate should be hospitalized, he will be transferred to the Institut Philippe Pinel, a provincial psychiatric hospital to which all provincial and federal inmates are referred.

The hospital comprises 13 units, each able to accommodate 21 patients; thus, the hospital staff can work closely with the patients.

Two categories of patients are treated there: those with emotional disturbances requiring special treatment and those with real psychiatric illnesses that require standard psychiatric care. When the patient has recovered, he returns to the institution to complete his sentence.

In March 1981, the Institut Pinel implemented a social integration program for long-term repeaters who have already served more than two or three sentences totalling 10 years or more.

It was recognized that a large number of the inmates hospitalized at Pinel were habitual offenders who felt they could not continue to serve their sentences in a penitentiary since they felt it had nothing to offer them. They saw their lives as a long succession of sentences interspersed with short periods of liberty.

The clinical approach developed at the Institut Pinel for treating these

inmates puts the emphasis on group therapy, with analysis of interpersonal problems that arise in everyday life. The inmates learn to recognize the "pen mentality" — the manner of approaching and solving problems that is peculiar to criminals.

Group therapy has become a major tool in such treatment because it emphasizes the ability of the inmate to communicate openly with the group. It is also more difficult for the inmate to adopt one attitude with the group and another outside the group.

Patients are also invited to participate in sessions dealing with social skills, the basic abilities necessary to a well-balanced social life. With the aid of videotapes, patients learn to initiate a conversation, express affection and anger, ask for help and give instructions. They are also taught relaxation, using the Jacobson method.

Quebec Region's contract with the Philippe Pinel Institute is for 32, 120 hospital days per year, or a yearly capacity of 88 inmates per day.

Psychiatric Services

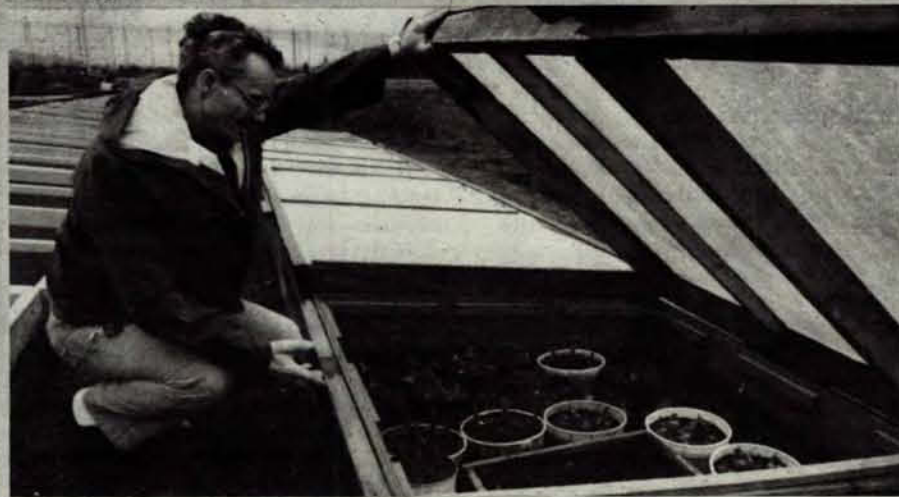
Psychiatric services are provided on an in-patient and out-patient basis for all institutions. Short term or minor problems may be handled in the institution by consultant psychiatrists and Health Care Centre staff, or professional staff from a Regional Psychiatric Centre providing an out-patient service. Patients who require hospitalization or who may benefit from longer term care

are transferred either to provincial facilities, Pacific Regional Psychiatric Centre at Abbotsford, B.C., Prairie Regional Psychiatric Centre, Saskatoon, Sask., or the Kingston Penitentiary Treatment Centre, which is part of Kingston Penitentiary. Quebec Region's psychiatric services are provided exclusively by Philippe Pinel Institute, Montreal, on a contract basis.



Art Schuck, RPN, "work therapist"

Art is in charge of a unique and effective work (therapy) program at the Pacific Regional Psychiatric Centre, Abbotsford, B.C. On any given day, he's in charge of 12 to 25 inmates, composed of a heterogeneous mixture of every type of hospital patient — whether severely disturbed psychotic or "sex offender." His talent for blending the inmates into good work groups arises from casually organizing small groups for small tasks, mixed with remarkably informal coffee breaks in the best traditions of group therapy/dynamics. In the process, Art instills tolerance among patients, using himself in his relationship with each patient as a most sound role model. He also creates time for individual counselling — not the sentimental type, but "the caring with knowledge" which he cites as the essential ingredient to any effective therapy or program.



Dr. R. Benoît He loves his work

Dr. Raymond Benoît is a doctor who has obviously chosen the right path in life. But medicine wasn't an easy choice.

An intense, kindly man, he became a doctor because "if you took classical studies as I did there were only three careers open to you: the priesthood, law, and medicine. I liked women too much to become a priest so I chose medicine," he says, with a touch of humor. Married "to the same woman" for 30 years, he is the father of five children.



Dr. Benoît joined the Service in 1976 as Quebec's regional manager, medical services — a position he holds today. In addition to busy days filled with his inmate patients, he has a private office in Soulanges county where he practices during the evenings and weekends. He says he is planning to retire when he is 60 so he can do all the other things he hasn't had time for so far.

Dr. Benoît did his classical studies, at Bourget College in Rigaud, and at Sacré-Coeur College in Sudbury, and obtained his degree from the Montreal Ste-Croix Classical Day School. In 1949, he began his studies in medicine at the University of Montreal and, six long years later received his medical degree. Besides his medical practice, in Soulanges, from 1959 to 1968 he was Coroner of the Montreal District and has held a wide variety of official medical posts.

Dr. R.L. Brennan

Regional Health Care Services' 'Doc' manages change

Health care services in the Ontario Region are managed by Dr. Robert L. Brennan, whose professional career in medicine spans some 30-odd years, including almost five-years in forensic medicine for The Correctional Service of Canada. His easy, forthright manner has given him a high profile among staff, who affectionately call him Doc, occasionally Lyle. As in the Services' other four regions, Ontario has been affected by the evolution of change in health care delivery for offenders. Each of the three maximum and three medium-security institutions have internal

hospitals (usually referred to as health care centres), where licensed professionals care for the health needs of offenders. Those in the four minimum-security institutions are cared for in maximum or medium-security hospitals. Services in nearby community hospitals are used for emergency or extensive surgery.

A maximum-security psychiatric hospital cares for the special needs of the mentally-ill offender and others requiring psychiatric care. Housed in Kingston Penitentiary, the psychiatric hospital has been the target of many studies. Staff now look to a future

with extended facilities, as the hospital is reorganized, contributing to improved health care services.

Doc Brennan has instigated many of these changes, but gratefully acknowledges the contributions of Dr. George Scott, the elder statesman of correctional psychiatry, whose shock of white hair and bluff humor was the trademark of change in health care administration for several years. Dr. Scott's retirement gave Doc Brennan an opportunity to extend his varied medical career into forensic medicine — well worth the experience, he says.

Now almost five years at the helm, he looks forward to retirement later this year — but only for a few minutes. Already he has accepted a six-month contract, and will be answering for health care services in the Ontario Region until May 1984. After that — there's a wife whom he admits will see more of him than ever before, a garden, and hobbies long-awaited his attention. All of which will keep Doc Brennan busy for years to come in the house he built in Kingston, Ontario — with a limited medical practice, mostly for the elderly.

Dr. Dan Craigen

Director General foresees more help for mentally-ill inmate

By Mona C. Ricks

With more than 30 years in community health care and forensic practice, Dr. Dan Craigen says there are still many challenges ahead in his profession as director general, medical and health care services in The Correctional Service of Canada.

For the last two years, as Chairman of the Steering Committee for the 2nd World Congress on Prison Health Care, he has focused worldwide attention on the state of prison medical services, preparing for the August meeting of specialists in forensic medicine in Ottawa.

"I know the discussions will bring out controversial points-of-view," he said, "because the subject has such wide medical interest." He foresees the conference as a milestone in understanding the special needs of prison health care delivery.

Prior to joining the Public Service of Canada as director of medical services for the Canadian Penitentiary Service, Dr. Craigen's medical career spanned a number of countries, including membership on prestigious committees and study groups. After graduating from Glasgow University, Scotland, he became house physician and surgeon in hospitals in Scotland and England. Service in the Royal Army Medical Corps took him to various postings in England and Germany. He was also advisor in psychiatry with the Far East Land Forces, and civilian consultant psychiatrist in European hospitals. This led to extensive practice in forensic psychiatry, and diagnosis treatment of neuroses and psychosis in soldiers and their wives.

Dr. Craigen came to Canada under contract with the Saskatchewan Provincial Government, providing psychiatric services to inmates in Saskatchewan Penitentiary, Prince Albert. As Director General of Medical and Health Care Services in CSC for the last 10 years, he has seen his small group (lean, he says) of helpers increase considerably. It was evident, he said, that medical services in federal prisons required strong, professional input, and this meant more staff.

Health care procedures and staff duties were reorganized following



Dr. Dan Craigen

Director General,
Medical & Health Care Services

recommendations from medical professionals in a study of prison health care.

These new developments began primarily in 1972, setting the groundwork for what has become extensive health care evolution in federal institutions. Medical, psychiatric, dental, nursing, and allied health services are now provided to all inmates by licensed professionals.

For Dr. Craigen, professional medical and health care for federal inmates, as provided today, is the realization of a long-felt need — a change he sensed when establishing the medical branch of federal corrections.

"I'm no missionary," he said, "but I knew the system needed the objective input of medical and health care professionals, and that included nurses. Now we have increased the quality and quantity of medical treatment, and can provide inmates with services comparable to community health care."

The doctor admits CSC cannot sit on its laurels. "We are always looking at ways in which to improve prison health care delivery." This was noticeable at a recent national conference of Assistant Wardens, Medical and Health Care Services Branch of CSC. Subjects discussed allowed for divergent views of professionals with a vast amount of expertise in the delivery of health care to offenders — fiscal restraint, essential services, security, medical records, drug and alcohol addiction, and evaluation of services. As Dr. Craigen remarked, "We opened each other's eyes to local problems, sharing experiences and how to resolve them."

Conferences, such as the assistant wardens', have acted as safety valves in determining change in Canada's prison health care services. "We are always striving to provide quality health care to inmates, comparable to community services," said Dr. Craigen. "Good health care contributes to the over-all well-being of institution administration, assisting in keeping the tone quiet."

Evaluation of present services is underway. Dr. Craigen expects changes, mainly in the care of the marginal mentally-ill offender, such as those suffering organic damage and mental retardation. "There is a lot of this kind of offender in federal prisons," he said. "We hope to provide more psychiatric care in the institution hospitals."

The correctional nursing experience

By Linda Lee
Prairie RMC

PRAIRIES — Curiosity seems to be why many of them come; but initiative is why they stay. Many began as Registered Psychiatric Nurses, a profession found mostly in western Canada, Britain and Europe.

"They" are the men and women now employed as Registered Nurses in CSC. How did they come to corrections?

"I needed a change," says **Vivienne Hockett**, of Edmonton Institution's health care centre for 3½ years. "You can get in a rut in nursing like anything else." She had worked for years in obstetrics, pediatrics, and family practice medicine in England, New Brunswick and Alberta. Hockett likes the small team, responsibility, chance to implement ideas, continuity in the relationship with patients, and the respect for experience.

"I feel what I do makes a positive difference in the environment," she says.

Thérèse Perrier, of Bowden Institution, left the "routine" of a large

general hospital in Quebec City after six years in surgery. For her, "a general hospital is the same all day — you don't need any initiative."

Expect anything

"You have to be prepared to deal with anything and everything, so it helps to have a range of experience," notes **Susanne Bisson**, of Stony Mountain Institution. "You have to stay cool in crisis situations."

"I like the independence in nursing that it fosters, the demands for a judgement call. You're expected to be able to make decisions," Bisson adds.

Staff members and their families have to work and live with the potential security incident, such as a hostage taking.

Sylvia Ellison, of Edmonton Institution lived with the reality. She began working at the newly-opened institution in March, 1979. In 1982, she was one of five staff taken hostage and admits it was "traumatic."

"It wasn't what happened, but



Nurse Vivienne Hockett

what could have," she recalls. "It made some difference at first (afterwards), but not anymore."

Understandably, co-workers were also affected by the incident, some of them more so than the hostages. "We were angry . . . and we felt let down because we've always tried to treat the inmates as human beings first," a co-worker offers.

Susanne Bisson adds, "There are always incidents that remind you you're not working in an ordinary setting. But it's a challenge to keep cool in those situations, and a good feeling afterwards to know you've done the best you could do."

What don't nurses like? Unanimously . . . "Shifts!"

Striving for excellence

Training is a very necessary, subtle and on-going activity for most health care staff. No less for the staff of Edmonton Institution's health care centre, says **Dennis Heward**, assistant warden health care. "All my staff take the Health Assessment Course (upgrading)," offered by the University of Alberta's extension department, Heward says. It's on their own time, and means 10 to 12 weeks of evening study.

Time spent keeping abreast of current developments, let alone getting ahead in the medical field, is in itself a significant indicator of the dedication of staff — especially when it's on their own time and Edmonton can still win rare three-year accreditation honors.

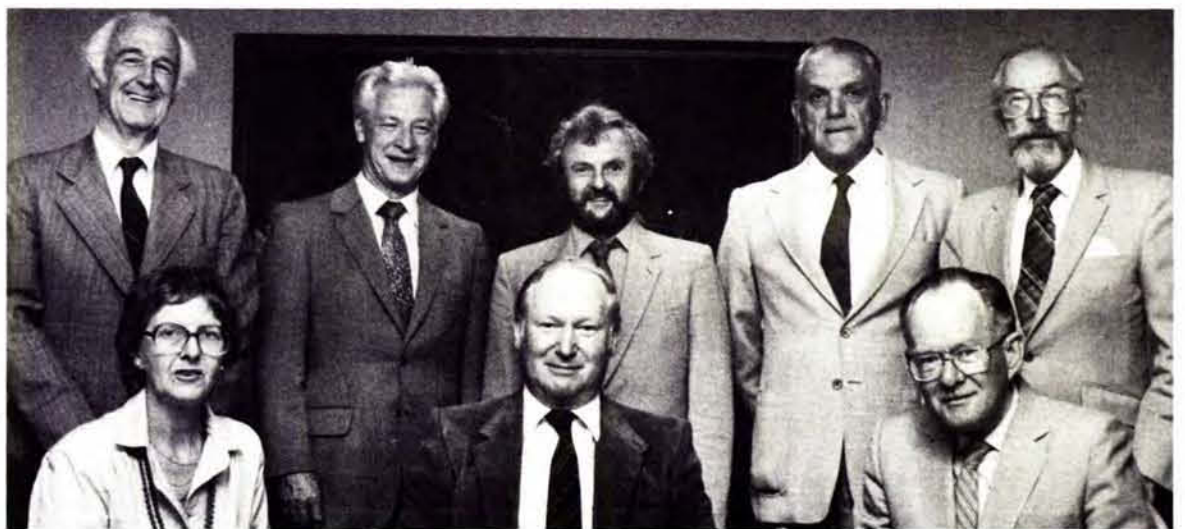
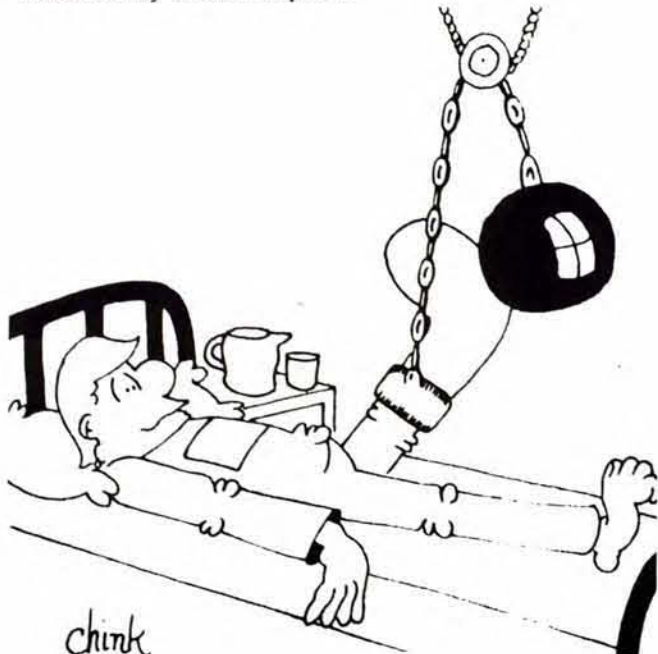
Heward has one member on staff who has put in 65 of a total 68 days training . . . without pay.

As with all health care centres close to larger cities, Edmonton health care staff have tremendous training resources to call upon. Nearby is the Alberta Hospital, Edmonton, and the Provincial Mental Hospital with forensic capabilities.

"It is not a problem finding the training resources," the assistant warden notes. "The problem is taking advantage of them."

Staff working under strict time constraints of shifts and workload, having to stretch themselves, for example, to provide preventive care, are always asking, "How can it be done better? This is always the common denominator," he says. "At the same time, there will always be frustration in trying to do better, knowing better is medically possible."

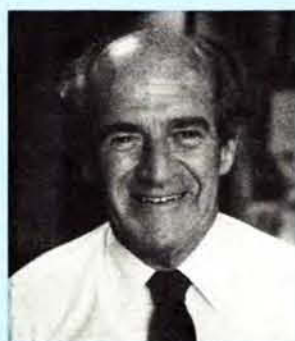
Knuckles: By Harold Paquette



The Medical and Health Care Advisory Committee to CSC, which provides independent, professional advice and direction to the Service's health care activities. Left to right, seated: Miss Shirley Smale, RN (Canadian Nurses Association), Dr. J.W. Ibbott (Chairman), Dr. Dan Craigen (Branch Director General). Standing: Dr. A.L. Kerr (Canadian Medical Association), Dr. K.O. Wylie (Canadian Medical Association), Dr. Noel Garneau (Canadian Psychiatric Association), Dr. J.R. Callingham (Canadian Dental Association) and Dr. F.C.R. Chalke (Canadian Psychiatric Association).

Let's Talk about Health Care PEOPLE

Joan MacLellan, Dorchester Penitentiary nurse, has successfully completed her Nursing Unit Administration Program. Her Canadian Hospital Association-sponsored diploma represents one year of independent study of the administration of a nursing department, and involved research and practical assignments . . . This September, Nurses **Susan Groody** and **Helen Hébert**, of the Dorchester health care centre will begin the above program . . . Nurse **Catherine Holt** has transferred laterally from Drumheller Institution to the health care centre at Dorchester Penitentiary . . . In June, **Vera Rolfe** of Springhill Institution attended a CSC-sponsored course for institutional supervisors, while Nurse **Wanda Jewkes**, also of Springhill, became a certified cardio-pulmonary resuscitation instructor after attending a two-day course in Amherst, N.S. Vera also attended the Video-Audio Nursing Assessment Skills Training program in Victoria, B.C. July 17-23 . . . **Gene Mykyte**, regional chief of nursing services, has been giving more workshops — this time to staff at Mission Memorial Hospital in the Fraser Valley in preparation for the hospital's new, two-bed secure ward set to go into operation this



Don Delaney

month . . . **Jessie Paul-Duddy**, at Ont. region's treatment centre, made a lateral transfer from health care officer to team leader in May . . . **Bonnie Bradley** at the treatment centre was promoted from co-ordinator of in-service education and clinical nursing, to director of nursing on June 1 . . . **Bonnie Carter** joined the treatment centre as a nurse on June 13 . . . **Nicki Quenneville** has joined Joyceville Institution health care staff as a clerk . . . Senior staff from Kingston's Hotel Dieu Hospital, including Executive Director **Ted Czup** and Nursing Director **Jennifer White**, met Ontario Region health care and security staff over lunch at the Staff Induction Centre, July 14. Dr. **R.L. Brennan**, Ont. regional manager health care Dr. **Hal Neuman**, regional surgeon, **Dorothy Travis**, regional chief nursing services and **Herb Reynett**, special advisor to the Ontario deputy commissioner represented CSC on topics such as the proposed medical escort team . . . 2nd World Congress Manager **Don Delaney**, former director hospital and health care administration at NHQ, will be retiring after 35½ years of service this fall, including 22 years with the RCAF and 10

years with CSC. Delaney, who began planning the Congress in 1981 "from scratch," obtained a certificate in hospital administration from the University of Saskatchewan in 1970 and was a co-founder of the Canadian College of Health Services, whose membership now exceeds 3,000. Don spent evenings for the past three years studying addiction counselling at Algonquin College and wants to work with young children in addiction prevention . . . **John Finlay**, who was in charge of health care records at NHQ, retired June 12 after 39 years of public service . . . Registered Nurse **Weldon Thurbide** was in charge of the Collins Bay Health Care Centre and explained procedures when Kingston General Hospital senior administrators, including Executive Director **Ken McGeorge**, visited during information tours July 5 and 12. Dr. **Yves Balthazard** was appointed assistant warden, health care services at Laval Institution on May 19. Dr. Balthazard will also have the same responsibilities at the nearby Correctional Development Centre and minimum security Montée St-François Institution, replacing Dr. **Jacques Lefebvre** who retired last February 26.

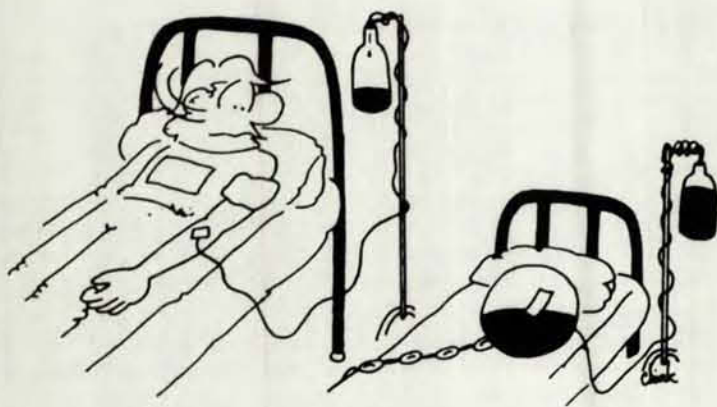


Love is . . . working in medical services. Project Administration Officer **Mario Leduc** receives some Monday morning motivation from Project Clerk **Donna D'Amico**.



Gene Mykyte

Knuckles: By Harold Paquette



Briefly

New William Head health centre

Final design and working drawings are nearing completion for a new health care centre at the medium-security William Head Institution, in British Columbia. Tenders should be called within a few months to enable the centre to replace the existing, aged facilities before the end of 1984.

CCHA re-accreditation survey

The Pacific Regional Psychiatric Centre at Abbotsford, B.C. has reapplied and undergone an on-site survey for re-accreditation. Two representatives of the Canadian Council on Hospital Accreditation (CCHA) conducted the survey on July 22. The CCHA granted three-year accreditation to the centre in the fall of 1980, a year after the maximum security institution-hospital received an initial one-year accreditation from the council.

Staffing study

Nursing and clerical requirements of CSC's 26 Health Care Centres are now under study by a steering committee at NHQ. Rose Imai, a consultant under contract to the special projects division, Policy, Planning and Administration Branch, will look at 16 of the 26 centres before staffing standards are proposed.

Pharmacy methods free nurses

Two practices introduced to the pharmacy at the Prison for Women in Kingston about a year ago have proven time and cost-efficient. Pharmacist Ted MacDonald began prepacking individual, daily doses of medication, giving nurses more time for general care duties. Another development, a new drug card re-order system is also proving time and cost-efficient. It amounts to a number of nursing hours in savings when considered over a 30-day span.

Policy on vitamins

Inmate purchases and use of non-prescribed vitamins will be discontinued within six months, directs a national policy approved by senior management committee in July. Inmates would purchase vitamins in one institution, only to run into problems at the time of a transfer to another institution which restricted vitamins. However, the policy directs that inmates may still receive non-prescribed vitamins from CSC physicians free of charge.

Kingston Penitentiary Treatment Centre

The Ontario Region psychiatric centre is now officially known as the Kingston Penitentiary Treatment Centre, and considered part of Kingston Penitentiary. Before major administrative changes last November, the centre was classified as a separate institution, although situated within the penitentiary's walls.

Amnesty International at Congress

The London-based worldwide human rights movement, Amnesty International, was expected to be one of several independent organizations participating in the 2nd World Congress on Prison Health Care, held in Ottawa Aug. 28-31. Other organizations were to include the U.N. Crime Prevention and Criminal Justice Branch, World Medical Association and International Council of Nurses.

Staff clinic opens in Quebec

Dr. Raymond Benoit, regional manager of medical and health care services in Quebec Region, recently announced the opening of a clinic for CSC staff, by Health and Welfare Canada. Located next to RHQ, its two nurses will provide services from 8:30 a.m. to 4:30 p.m. Monday through Friday. The clinic is aimed at improved health for staff members and their families through prevention and education.

Liaisons help train doctors, nurses

Stony Mountain Institution and the Prison for Women, and others, liaise with nearby universities so students can gain practical experience in correctional health care.

At Stony Mountain, near Winnipeg, Assistant Warden Health Care Services Peggy Searle has the opportunity to work with the departments of Family Medicine, and Psychiatry, of the University of Manitoba.

"Under the direct supervision of senior staff physicians, residents in Family Medicine come into the prison as part of their community practicum," Searle notes. Dr. Brian Cornelson is director, family medicine residency program at Winnipeg's new Seven Oaks Hospital, which is less than 30

minutes drive from the institution.

"Their exposure to prison medicine and involvement in providing hands-on care to inmates has been a most rewarding experience for the patients, CSC nursing staff and residents," the assistant warden adds.

With the residents, specialty clinics in ophthalmology and orthopedics can be scheduled on a regular basis for the institution's health care centre. It significantly reduces the need for inmates to travel outside for treatment, she says.

As well, two psychiatry teachers from the university have worked part-time at the institution for the past six months. Searle hopes that the liaison with this department will someday bring resident doctors in psychiatry to the institution.

Queen's University's School of Nursing and CSC recently signed a contract giving mature, fourth year nursing students clinical experience at the Prison for Women, in Kingston.

Prison for Women

Assistant Warden Health Care Services Marg Ruttan says two students will be selected at a time for the six-week placements.

Both CSC and the university will benefit from the experience. While the student nurses receive experience, CSC staff will have a chance to teach and learn.

The Regional Psychiatric Hospitals in Abbotsford, B.C. and Saskatoon, Sask. are also affiliated with a local university as graduate forensic educational facilities.



Prison for Women façade



Nurse, Lorraine Quinton (left) and Marg Ruttan, assistant warden health care services at Prison for Women.

P4W begins health education program

By Chris Vaivada

ONTARIO — Educational programs on various health care topics have recently been introduced at the Prison for Women in Kingston, reports Marg Ruttan, assistant warden health care.

"This is a first and I'm hoping to be able to expand these sessions for the inmates," she says.

For the first time, a survey was conducted among the 93 inmates to determine dietary practices. It was

very well received by the inmates, says Ruttan, who oversees a staff of six registered nurses and a clerk. A dietician, as well as the physician, dentist, psychiatrist, physiotherapist and pharmacist are all under contract.

One recent session with inmates included a film presentation compliments of a local Cancer Society chapter, and instruction on breast self-examination by Lorraine Quinton, R.N.

The Health Care Centre's infirmary contains a three-bed ward and a one-bed isolation room. Bed occupancy averages about two patients per day. Thirty to 40 inmates may visit the centre on any given day, to discuss concerns with medical staff.

Another three beds for female patients will become available later this year at the Kingston Penitentiary Treatment Centre, in the crisis intervention and assessment units.

Mission hospital opens new secure ward

Mission Memorial Hospital is expected to have a secure, two-bed ward in operation this month to handle inmate-patients from Mission medium-security and other institutions who require elective or emergency surgery or other medical care.

Inmates will be able to receive more extensive surgery and continuous medical treatment under the improved security. The program is modelled on similar arrangements at Campbellford Memorial Hospital, near Warkworth Institution in Ontario.

Mission Memorial has accommodated day surgical inmate patients and emergency cases from Mission Institution for several years without a security incident, notes hospital board chairman Bud Sept.

Your way to wellness — a workbook

Victims of their own habits can discover some pearls of wisdom in a booklet, *Your Way to Wellness Workbook*, published by the health services and promotion branch of Health and Welfare Canada.

It represents the next step of Health and Welfare's "Evalu Life" program which assesses health habits and improves lifestyles. Some 300 organizations have introduced the program through occupational health

specialists, nurses and physicians, in group settings. The 55-page workbook, which complements a questionnaire for the health professional on each person's habits, helps the person prepare a plan, act on it, changing one bad habit at a time.

Included are recommended changes to improve health relative to stress, nutrition, physical activity, smoking and alcohol consumption. There are sections advising women

how to self-administer monthly breast examinations, on checking blood pressure, and what to do about diet, heart and cholesterol-related problems.

Health and Welfare Canada has plans to more widely market the popular program. More information about the booklet and *Evalu Life* program is available at (613) 996-1417.

Doctors, dentists now attend workshops

Forensic nursing education in B.C.

The starting point: a zero budget

Forensic nursing education in B.C. was very limited before 1979 and nurses working in corrections across Canada had no access to training programs of any kind, recalls Gene Mykyte, Pacific regional chief of nursing.

A report of the Registered Psychiatric Nurses Association of B.C. on forensic nursing identified the issues. And from this task force, forensic nurses from CSC, provincial corrections and the Forensic Psychiatric Commission decided to do something about it.

The problem was funding, "so we learned how to give forensic nursing workshops by sharing personnel and facilities, and using facilitators and community resource people. And we agreed to keep the budget at zero," Mykyte says.

Free lectures by the practicing nurses were offered to the community participants as one form of compensation for their help.

Results? Very successful. "The workshops have also improved our image in the (professional) community," he asserts. "I foresee the day when we'll have a chapter affiliated with the Registered Nurses Association of British Columbia."

Forensic nursing workshops in Pacific Region now have an average 40 participants, notes Gene Mykyte, regional chief of nursing, and their scope is vigorously developing.

They began with people from corrections and the Forensic Psychiatric Institute. Then municipal government nurses, from Vancouver and Victoria police and sheriff's departments, and interested hospital and community nurses were also invited.

"We have now opened up our workshops to doctors, dentists and other fields to provide a multi-disciplinary approach," Mykyte says. "Exchanging views often gives us a better perspective of what our role really is."

One of the first workshops was simply called, *Problems in working with offenders*. There was a panel

and nurses were invited from CSC health care, the Regional Psychiatric Centre at Abbotsford, a juvenile detention centre, B.C. corrections and the Forensic Psychiatric Institute. Discussion centred on encounters with offenders and experiences, including stress and what they did to overcome it.

"This workshop was so well received we repeated it a year later. It was unique. It didn't require extensive planning, but it allowed nurses to express their thoughts and feelings, and gave them the opportunity to get out and mingle with other nurses in similar correctional environments."

"It was this great sharing that proved so successful," he adds.

Since then, workshops have focussed on aggressive behavior in

patients, legal problems, and street drugs — the RCMP provided training in "street language" and typical problems. At a workshop on sex offenders, four inmate patients gave their personal views. "The discussions evolving from this were tremendous."

One of the most highly attended workshops, *Self-destructive behaviors*, looked at suicide and self-mutilation. It included presentations by two psychologists, a warden, and a minister working with the RCMP on crisis prevention. The workshop was given several more times, at the request of B.C. corrections officials who wanted it given in their institution, Mykyte notes.

"We plan to continue the workshops," he concludes, "probably at a rate of three or four per year."

Multi-treatment centres new psychiatric services approach

Smaller, more localized settings might be the best way of describing a new approach by psychiatric services in the 1980s, notes an NHQ planner.

After 10 years of evolution, current trends in psychiatric care favor the small, urbanized multi-treatment centre rather than larger, isolated hospitals, notes Ray Burzynski, Policy, Planning and Administration Branch. CSC is now developing a new "multi-disciplinary" approach to mental health care, Burzynski says. The treatment centre at Kingston Penitentiary became a prototype for this concept in November, 1982, after a March-October study by a team of Toronto consultants.

The consultants analyzed the inmate clientele — acute and chronic cases, violent offenders, sexual deviants, recidivists, inmates released before medical cure, follow-ups and those with character disorders. Costs and resources, staff needs and available facilities, and alternative delivery methods were appraised.

CSC's psychiatric services were also compared to several provincial and U.S. hospitals, including the Clarke Institute, in Toronto, Ontario and medical facilities in the U.S. Corrections system at Butner, in North Carolina, and Springfield, Missouri. It was the first comprehensive evaluation since Dr. Rhodes Chalke's report of 1972 called for five, regional psychiatric centres. Dr. Chalke also participated in the 1982 evaluation.

"The study indicated a move away from the strictly psychiatric

medical model, to a multi-disciplinary approach," notes Burzynski. "This involves total mental health care — not just treatment of psychiatric illnesses."

It cites a number-one priority as the creation of a computerized, medical services data base. "It's hard to make expensive decisions on programs and planning for the future without access to reliable data," he explains.

Four other areas should be explored, the study concludes:

- Development of a ward, for marginal inmates — those who can't cope in a prison setting, although not acutely psychiatrically ill.
- Saskatchewan Penitentiary is preparing to test this concept in a pilot project.

Ontario psychiatric centre renamed

Ontario Region's psychiatric centre at Kingston, now known as the Kingston Penitentiary Treatment Centre, is administratively part of that institution, and role changes are being planned.

Jean Guy Leger, former executive assistant to Ontario Deputy Commissioner Art Trono, is serving as designate-associate warden, Treatment Centre and reports to Warden Andrew Graham.

The director of nursing services, senior psychiatrist, chief occupational therapist, and chief psychological

- Some psychiatric care patients could be treated at health care centres.

- Where feasible mental health care teams may be established at the institutional level. Ideally, a team would have a psychiatrist, physician, psychologist, nurse and case management officer. A pilot to test this approach is under study.

- The former separate Ontario Regional Psychiatric Centre, inside Kingston Penitentiary, was converted to a regional treatment centre using the multi-disciplinary approach and the unit management system. Each unit can be headed by a psychologist, living unit officer or a health care professional.

therapist, and chief psychological services serve as department heads under Leger and run the treatment program. The senior health care officer at the institution infirmary, in another building, reports to the director of nursing services.

As Regional Psychiatric Centre, the centre was then considered a separate institution, although it is within the walls of Kingston Penitentiary.

Since the above administrative changes last November, the treatment centre has continued to specialize in psychiatric care and delivery of a sex offenders program. However, changes in that role are also being planned, notes Ray Burzynski, of Policy, Planning and Administration Branch at NHQ, as a result of a recent evaluation and study.

The study also resulted in appointment of executive directors to the two remaining psychiatric centres. Dr. Pauline LaMothe, a psychologist, is executive director Pacific RPC, while Bob Gillies, former senior parole board member, has that position at the RPC in Saskatoon. In each RPC a clinical director is responsible for psychiatric care and reports to the executive director.



Nurse Sylvia Ellison assisting patient at Edmonton Institution

Accreditation

Professional services match those outside

CSC's health care centres are now completely professionalized. Inmate patients at the centres are all seen by licensed doctors and registered nurses, by the same standards as in the outside, community clinic.

"We've come a long way in the past few years," says Norah Brochu, CSC's director of health care operations. "Our accredited facilities prove this professionalism, the result of staff dedication and the pride they take in providing a first-class service."

Perhaps the proudest moment came with the rare three-year accreditation status given the health care centre at the maximum-security Edmonton Institution, by the Canadian Council on Hospital Accreditation (CCHA), last April.

"We're very proud of that one," Mrs. Brochu says. "And the credit goes to all the staff at Edmonton health care centre for their outstanding commitment to high standards."

The CCHA is an independent body with representation from the Canadian Medical Association, Canadian Hospital Association and Canadian Nursing Association. Its standards for ambulatory care — care received in doctors' offices, hospital out-patient clinics or federal prison health care centres — ensure the public receives satisfactory health care.

"So when these standards are applied to our centres and accreditation results, we know offenders are getting services equal to that the public receives," Mrs. Brochu says.

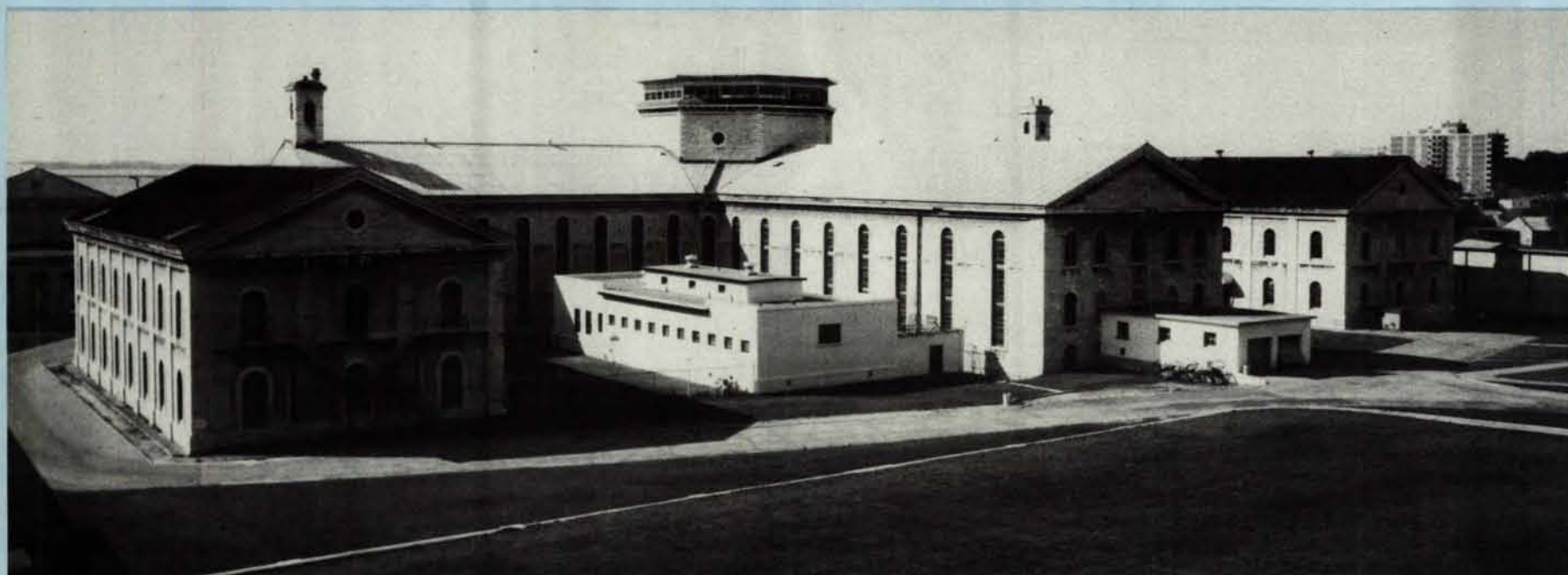
Another health care centre in Alberta, in the medium-security Drumheller Institution, was the first centre to receive CCHA accreditation.

(The Pacific Regional Psychiatric Centre at Abbotsford, B.C. also received three-year CCHA accreditation in 1980.)

Besides accreditation through the CCHA, no less than 15 health care centres have been accredited by meeting specific international standards as set down by the Commission on Accreditation for Corrections, as part of an accreditation program for CSC institutions and parole offices over the past five years.

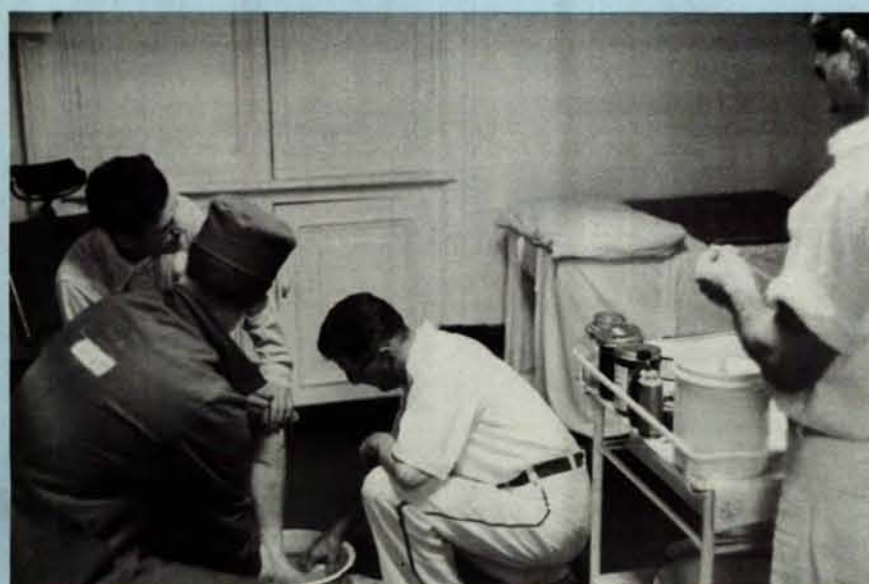
Geriatric nursing — not in CSC

Nurses specializing in geriatric care do not find an outlet for their profession in CSC. There have been few patients in federal prisons needing geriatric nursing for some 10 years, despite 109 inmates over 60 years of age. Of these, 38 are in British Columbia; 25 in Ontario; 18 in the Prairies; 17 in Quebec; 10 in Atlantic institutions, and; one in a Newfoundland prison. Mountain, a medium-security institution in British Columbia, once labeled geriatric, has radically changed its age-range from predominantly older inmates to 65 per cent under 40 years. Only 20 per cent are 60 years and over. Other institutions indicate a similar trend — more inmates under 40 years of age. None require the special care of a geriatric nurse.



Kingston Penitentiary, CSC's Oldest

In the photo above at far left is shown Kingston Penitentiary's infirmary (hospital) building and at far right the former regional psychiatric centre, now known as the Kingston Penitentiary regional treatment centre.



How Canada's federal prison health care services matured

From past to present

by Mona C. Ricks

That Canada's prison health care services were in dire need of reform was not a surprise to medical authorities, when probing inmate health care in federal institutions during 1972-1975.

Introducing the first report of the National Health Services Advisory Committee (NHSAC) in 1974, chaired by Dr. E.H. Botterell, Canadian Medical Assoc., members stated:

The report is related primarily to the development of an organizational structure and administrative relationships which will allow redevelopment of the medical and health care services (in federal prisons) in effective and professional fashion.

This was the outset of a study which lasted two years, culminating in another report extending the initial recommendations. These reports vibrated throughout the penal system, resulting in radical change in Canada's prison health care delivery.

Prior to the NHSAC reports, various inquiries and recommendations had been made, mostly accented by political concern. As far back as 1832, when a commission was appointed by the Legislature of Upper Canada, prisons and inmate hospitals had been investigated — but only minor changes made. With the advent of the NHSAC, change in medical and health care, including psychiatric treatment for inmates, was destined for major change — reported as radical but necessary.

Terms of reference, which guided the National Health Services Advisory Committee during its investigations, were specific, covering policy, organization, and administration of all health care services in federal institutions.

Outcome of the Committee's deliberations established a medical precedent in forensic health care. Where once inmates were regarded as "... deprived of nearly all civil rights, in addition to the legally imposed deprivation of liberty, inmates were recognized as having undisputed rights, including health care comparable to community services."

A study of psychiatric treatment for the mentally-ill offender was the first



advisory body to reveal the state of health care in federal prisons. As the Advisory Board of Psychiatric Consultants, its recommendations were extensive and strong. Published in 1972, the Board advised creation of regional psychiatric centres in the prison system; part of a reorganizational structure taking place in the Canadian Penitentiary Service. This was really the first stage of development of psychiatric services in federal institutions acting as a catalyst in molding health care change.

Supported by the Canadian Psychiatric Association, innovative psychiatric treatment, utilizing modern methods, was gradually introduced into the centres, with substantial contributions from professional doctors and nurses. What had been cause for critical concern became a major support in the treatment of the mentally-ill offender, maintained by high standards in conditions and administration.

In 1979, this was recognized by the Canadian Council of Hospital Accreditation, when accreditation was first granted the psychiatric centre in British Columbia. Health care centres, in maximum and medium security institutions, also reviewed the quality of care, organization and administration to qualify for accreditation on the same level as community clinics.

Standardization of health care delivery has been, and still is, a major undertaking for the Medical and Health Care Services Branch of The Correctional Service of Canada. Guidelines on professional ethics have also been established, with a staff manual on policy and procedures. These changes brought about the union of six years of health care review by two committees from the medical and health care professions. The result? Canada's federal corrections is now close to delivering professional health care to inmates comparable to a community clinic — plus an education capacity in forensic medicine.

Its mission completed, the National Health Services Advisory Committee was dissolved in 1975, and an advisory group of medical experts appointed to assess the quality of health care, not only for the mentally ill, but all offenders. This body, the Medical and Health Care Advisory Committee, is still active, with Dr. Bill Ibbott, of Vancouver, B.C., serving as its dynamic chairman.

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Mount St. Francis Institution staff and residents paddling down the St. Lawrence Seaway, to raise funds for Leucan.

*See story Page 4

IERT exercises at Camp Gagetown

This report describes one segment of the on-going, national IERT (Institutional Emergency Response Team) training program implemented across CSC within the past 12 months. New IERT members must undergo an initial 10 days special training. All members must take monthly, one-day refresher training.

By Jim West

ATLANTIC — Not a creature was stirring . . . until, at 0200 hours, Friday, June 17 the detention cells at the Combat Center in Camp Gagetown, New Brunswick came alive with a racket that would wake the dead. Screaming, yelling, cussing, and pounding cans, bars and chairs signified the commencement of a simulated hostage-taking. It was the wrap-up to a week of training for an Institutional Emergency Response Team (IERT).

The hostage-taker role was taken by the "hostile, bad-mouth, trouble-making inmate" from the National Correctional Staff College, "Butch" Snider, ably supported by two military colleagues, also of suitable reputation. They had managed to capture three hostages, one of whom had escaped (a wily, seasoned veteran from Dorchester Penitentiary CX ranks), only to be captured by Gagetown's Military Police, who



IERT administering cardio-pulmonary resuscitation

threatened to return him to the hostage-takers.

The setting? A cell range with the main barrier covered by blankets, making visibility impossible from outside.

The IERT was in readiness throughout the exercise, dressed in full combat gear, looking formidable enough to handle most emergencies. At one point, a hostage is released. Cardiac arrest? Each IERT member practises cardio-pulmonary resuscitation.

Exercise coordinator, CX-2 Ken Collins, also plays Keeper Melanson during the incident and the "inmates" serve him plenty of verbal abuse. Collins was active throughout the week, and for two more IERT groups

at Gagetown during the following two weeks.

Crisis manager, "Warden" Neil Corcoran, Dorchester assistant warden inmate employment, and negotiator Weldon Rideout, Dorchester assistant warden security, remain in control of the situation, effecting a safe release of the hostages.

The only dark note connected with the exercise: The "news media" representative wasn't permitted entrance into the institution, and after certain news articles was escorted off the reserve!

Jim West was formerly acting regional manager of communications in Atlantic Region.

New system underway at Matsqui

Pacific Region's medium security Matsqui Institution is embarking on a new course of activities designed to meet its goals in case management, control and supervision of inmates, and inmate employment.

Efficient and effective case management services are being provided through an expanded case management group staff using a non-living unit formula (in staffing).

Security will staff posts in the general housing area, recreation building and yard, social development, chapel, hobbyshop, library and leisure time activity area. The living unit program is retained in the induction area.

"In no way are the changes now underway at Matsqui predicated on

the outcome of a study of four correctional models by an NHQ planning team, including the Living Unit model, which Matsqui had initially adopted", assures Commissioner Yeomans.

"These changes will provide flexibility to meet on-site needs," the Commissioner says. "They represent a specific solution to a specific situation."

Warden Wayne Scissons has met with NHQ and RHQ senior managers, institutional line and supervisory staff, Union of Solicitor General's Employees and citizen representatives, and even inmates in the planning process.

Directly affected are living unit and industries staff who will be

reassigned in the institution or absorbed within the region.

The present industries program is being replaced with four new programs: house construction in an industrial setting; pre-employment kitchen and janitorial courses, and a general labor force.

Agribusiness will be placed under the auspices of the Sumas Community Correctional Centre to provide an adequate work force for the program.

Relocation of the personnel and finance divisions to the institution core will make these services more accessible. As well, a staff mustering area and study and recreation area will be located outside the main security zone.

He was impressed!

Frank Hayes, a commissioner on the New South Wales, Australia, department of corrective services visited CSC installations across Canada last June. He was impressed with what he saw. Here are some excerpts from a letter to Deputy Commissioner, Communications John Braithwaite:

At no time in the 32 years in which I have been associated with correctional work have I ever had such an opportunity to view at one time such a wide range of institutional and field programmes, as well as meeting with representatives of voluntary agencies and outstanding pioneers in corrections like Frank Miller, Bill McGrath and A.M. (Kirk) Kirkpatrick. I am also

deeply indebted for the generous hospitality that was extended to me from the Pacific Region to the Maritimes. In many ways it was overwhelming . . .

Canadians tend to be self-effacing. I doubt if generally they realize that their correctional service, particularly at Federal level and in some of the provincial services, are equal to, if not better than, anything offered elsewhere. That statement, of course, is sweeping but I have had the opportunity of visiting many correctional systems and my lasting impression of the Federal Canadian system was progress along lines tempered with realism and common sense.



Mountain inmates carve totem pole

By Al Hollinger

PACIFIC — Mountain Institution native brothers take a break from working on a 16-meter (53') totem pole. The totem pole was displayed at the 6th Annual World Council of Churches Assembly, held in Vancouver, B.C. in July. Depicting man's evolution of spirit and flesh through the ages, it will be shipped to the international headquarters of the World Council of Churches, in Geneva, Switzerland, for permanent exhibition. The project began March 29, 1983 and by completion was expected to take about 2,375 man-hours using 10 full- and two part-time natives, of whom only three had previous carving experience.

Correction

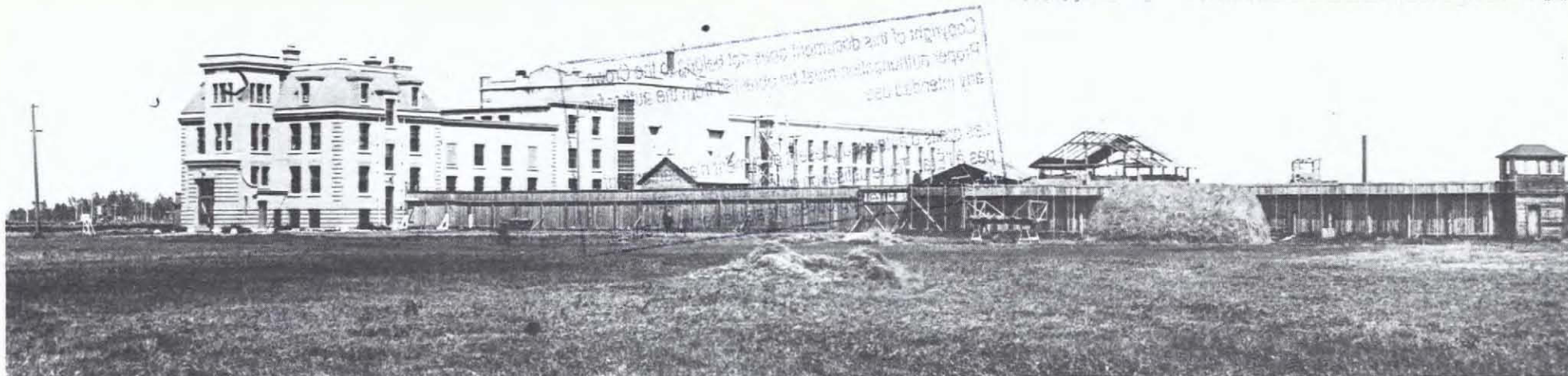
New policy on inmate vitamins

Let's Talk's August 30th edition misinformed readers concerning a new policy on inmate vitamin supplements, being implemented over the next few months across CSC.

It was stated incorrectly that inmates may receive "non-prescribed" vitamins from physicians.

In fact, the policy directs that health care centres will issue vitamin supplements only when they are prescribed by the physician for specific therapeutic purposes.

Photo: McDermid Collection, Glenbow Archives, Calgary



Alberta Penitentiary in 1912, with plank fence built from trees cleared from the reserve. The fence was later dismantled and shipped to Prince Albert for the construction of Sask Pen.

Alberta Penitentiary 1906-1920:

By Les Shand

Ass't Prairies RMC

PRAIRIES — Crumbled bricks, rotting timbers, poetry, graffiti, the strokes and slashes of days gone by . . . all that remained as part of the legacy of the Alberta Penitentiary.

Located in Edmonton, Alberta, the Alberta Penitentiary was constructed in 1906 to house inmates sentenced to a federal penitentiary from Saskatchewan, Alberta and the Northwest Territories. Officially closed in 1920, its 14-year history still leaves a haunting reminder. Last summer (1982), what remained of the 75-year-old building fell to the wreckers' ball.

Construction began on the Penitentiary in 1903, and was completed in 1906. Twenty-four inmates transferred from the Manitoba Penitentiary were its first occupants and a primary source of labour. During that winter the inside of the building was finished and 108 temporary cells erected, including a female prisoners' ward.

In his annual report of 1907, Warden **M. McCauley** wrote, "In the first year, about 50 acres of the 130-acre reserve was cleared. Timber cut from the area was used to construct a plank fence, 12 feet (3.7 metres) high and over 1,600 feet (488 metres) long. The remaining wood was used to fire the kilns where all the bricks for construction were made. Labour kept the inmate population occupied, but not enough to prevent one successful and two unsuccessful escapes. By the end of the first year there were 57 male convicts at the site.

"Shocking murder of Deputy Warden"

On a cool spring morning in April 1909, the young institution and the Edmonton community was rocked with the headline story of the "shocking murder of deputy warden by a life convict."

On April 15, 1909, **Richard H. Stedman**, Deputy Warden, was felled, from behind, with an axe by **Richard Gary Barrett**, one of three life-serving inmates at the penitentiary.

On that fateful morning, Stedman had entered the carpentry shop, while making his routine rounds. As he paused to talk to the shop instructor, Barrett reached for a short handled axe and, taking a step, struck Stedman from behind with the blade edge, half severing the head from his shoulders. Stedman sank to the floor murmuring the words, "Warden, Warden." Barrett was quickly subdued, without a struggle, while other inmates went to the Deputy Warden's aid. Stedman died about 10 minutes later, after again murmuring "Warden" while Warden McCauley helplessly looked on.

Deputy Warden Richard Stedman was described as one of the "most capable prison officials in Canada", by Warden McCauley. Occupying his position since the opening of the institution, Stedman had previously been the Deputy Warden of the Penetanguishene Asylum and the Central Prison in Toronto.

The murderer, Richard Barrett, had previously been sentenced to hang for the murder of his step-son, during a family argument, in North Battleford, Saskatchewan. His death sentence had been, however, later commuted to life imprisonment.

Barrett, who was not described as a troublesome prisoner, apparently acted without provocation for his deed. It was commented, however, that since his reprieve from the gallows, he had become increasingly depressed, complaining about his health and the unfairness of his trial.

Grim justice

Barrett was hung three months later on gallows erected in that same carpentry shop where he committed his dastardly deed. At approximately 6:50 a.m. the trap was sprung. But, because the hangman's noose was too loose, Barrett was not pronounced dead until some 10 minutes later . . . a grim justice to Stedman's suffering.

A legacy of sweat and toil

With the completion of the major construction work at the penitentiary, large plots of land were cleared for growing crops and vegetables for use by the institution. It was also discovered that the reserve contained coal deposits. As a result, labyrinths of mine shafts were dug and the coal mined by the inmate labour.

In his annual report of 1920, Acting Warden **Meighen** reported that from the time coal was first struck on August 19, 1919 until March 31, 1920, some 4,746 tons (4306 metric tons) of coal had been mined by straight hand-pick digging.

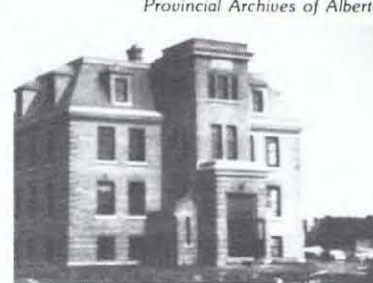
So industrious was this mining effort that the institution was credited for setting a record time for the sinking of a mining shaft in Alberta. In less than three months a shaft was sunk to a depth of 235 feet (72 metres) where a seam of pure coal five feet thick was struck. Without an accident and without the use of explosives the shaft had been dug using straight pick and shovel, hammer and wedge and included timbering and securing the shaft with timbers, 14 inches (35.6 cm) square and 14 feet (4.3 metres) long.

Photo: E. Brown Collection Provincial Archives of Alberta



Men, including inmates, during construction 1903-06.

Photo: E. Brown Collection, Provincial Archives of Alberta



The front office on completion.

Photo: John Gilpin, Alberta Historic Sites Board



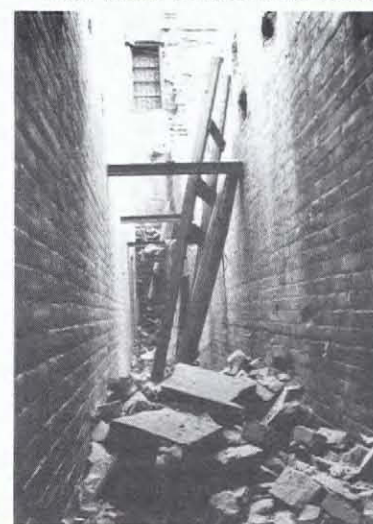
"Big 4 Moving and Storage" prior to demolition in 1982.

Photo: Michael Dean, Edmonton Journal



Demolition worker pauses for view of Edmonton skyline, from atop former penitentiary.

Photo: Michael Dean, Edmonton Journal



Corridor, during demolition in 1982.

Rules for Convicts

1. All privileges are dependent upon conduct and industry.
2. Every convict shall observe strict silence, and shall not hold communication with another convict.
3. He shall not look at a visitor, speak to him, give anything to him, or receive anything from him.
4. He shall hold communications with the officer in charge of him on matters connected with his work, only; with the surgeon on matters connected with his health, only; and with the chaplain on spiritual affairs, only.
5. When approaching an officer he shall do so in a respectful manner, and, if desiring to speak, he shall address the officer as "Sir" and stand at "attention" while speaking to him.

Even today the legacy of rotting timbers and crumbling shafts still exist beneath the former reserve land. The snaking shafts that remain can still be traced through a provincial atlas of subterranean mining.

Interestingly enough however, this knowledge proved of little concern or value to the City of Edmonton, which later constructed the first brick public school on the reserve; only to see the school collapse to total destruction just prior to its opening because it had been built over a shaft latticed area that finally collapsed.

Brief history

The lifespan of the penitentiary, however, was to be short lived. With the rapid growth of Edmonton, brought about by the expansion of the Grand Trunk Pacific and the Canadian Northern railroads, the penitentiary was soon engulfed by the growing townsite. As a result, the fate of the penitentiary was soon sealed. On August 20, 1920, the Alberta Penitentiary closed forever. The remaining inmates were transferred to Stony Mountain Penitentiary, while the timber used in building the perimeter fence was dismantled and shipped to Saskatchewan Penitentiary in Prince Albert.

In 1979, Alberta culture researcher, **John Gilpin** had the opportunity to research the former prison building after it was vacated by Big 4 Moving and Storage. Gilpin recalled his feelings and findings in an Edmonton newspaper interview. He recalls that the building ". . . evoked a lot of human misery . . . There was no effort whatsoever to make it a pleasant place to stay. The people were there because they had transgressed against society. It was a very spooky sort of place."

In his examination of the old cell blocks, Gilpin said that in the windowless cells ". . . the graffiti on the walls was not altered." Grim reminders of the buildings history also included, a list of 24 rules and regulations still posted on the walls. In one cell a prisoner had kept track of his sentence with strokes and slashes on the now crumbling brick, in another, he found some poetry.

In the end, the only legacy that remains of the Alberta Penitentiary are its collapsing shafts beneath the earth and the former reserve, now the site of the Commonwealth and Clarke Stadiums.

Haunting coincidences

Three unusual coincidences prompted the writing of this article. First, the demolition of the remaining physical structure of the old penitentiary last year. Second, the dedication of a memorial plaque honouring Deputy Warden **Richard H. Stedman**, among those who lost their lives in the line of duty. Third, the request for information, from a descendant of **Richard Gary Barrett**, in a search of his family's history.

Awards given four Quebec staff

QUEBEC — Three Archambault and one Leclerc Institution staff each received an award for their part during security incidents. Commissioner Yeomans presented the honors at the Federal Training Centre in the presence of more than 300 people on July 19.

André Meunier, Archambault CX-2, received the *Commissioner's Citation for Bravery* for his actions during an incident which took the life of fellow officer **Serge Delorme** April 22.

Meunier endangered his own life attempting to save his colleague, thus showing courage and bravery to earn

the esteem and praise of CSC and its highest award.

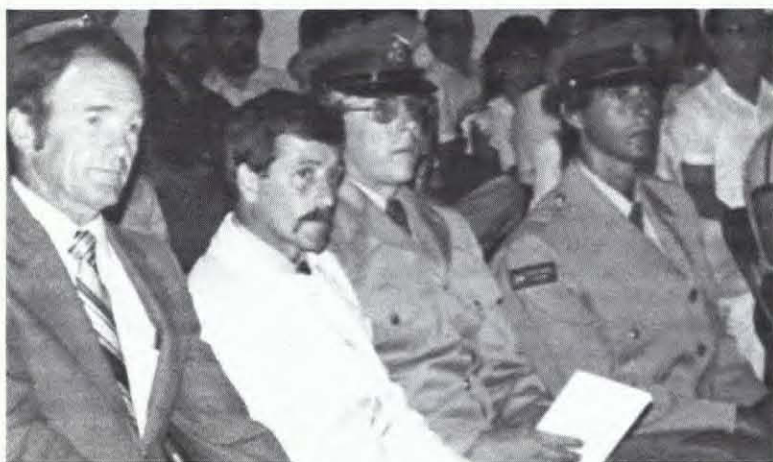
Denis Forget, Archambault CX-4, received the *Commissioner's Citation for Meritorious Service* for his response during the same tragic incident. Realizing the danger his colleague was in, Forget succeeded in halting the incident by the use of force.

Jean-Claude Béchard, Archambault instructor and electrician, received the *Service Commendation* for his intervention during the same incident last April. When he heard shouts and gunshots, Béchard rushed out of his workshop to assist the officer who was

attacked. Moments later Béchard also disarmed the inmate who, wounded but conscious, still held a weapon.

Leclerc Institution Instructor **Jean-Pierre Lebrun** received the *Service Commendation* for his actions during an escape in which he was taken hostage by four Leclerc inmates Nov. 2, 1982. After his captors had abandoned him, and although he was wounded, Lebrun gave chase and provided information which led to recapture of the escapees.

The four staff members were warmly congratulated by all their colleagues and friends following the ceremony.



The four Quebec Region staff who received awards, left to right: Jean-Claude Béchard (*Service Commendation*), Jean-Pierre Lebrun (*Service Commendation*), Denis Forget (*Commissioner's Citation for Meritorious Service*), and André Meunier (*Commissioner's Citation for Bravery*).

Your job

Guide explains job descriptions

Did you know there is a CSC publication entitled, *Guide to Job Description Writing* which can be used to assist you in writing your own job description? Copies of these guidelines have been sent to all senior managers, and additional copies may be obtained through your regional chief of classification or NHQ classification officers.



Use and care of self-contained breathing apparatus

ONTARIO — Ontario Region's technical services division sponsored a course in the use and care of self-contained breathing apparatus at the Staff Induction Centre, June 21-23, with the assistance of the office of the Dominion Fire Commissioner. Technical services staff from all institutions received certificates, qualifying them as instructors. Participants spent a portion of the course at the City of Kingston Fire Department's "smoke house" for familiarization with the units under smoky conditions. The manufacturer's representatives also instructed in care and maintenance of the equipment.

Bowden's marathoner

By Linda Lee
Prairies RMC

PRAIRIES — Do you know how far 750 miles (1,200 km) is? It's basically a round trip between Bowden Institution and RHQ in Saskatoon.

That was the goal Bowden Institution Psychologist **Dominic Russo** set himself to run in 1982. His 1983 goal is twice that.

Russo started jogging some years ago in Ottawa, his hometown. But his running career began in earnest once he moved west and joined CSC. Running at Saskatchewan Penitentiary became serious running about the time he transferred to Bowden two years ago.

He became a member of the Bowden "Sweat Hogs" — an informal group of about six staff members who work out regularly in the Bowden gym. "I wanted to achieve a high level of fitness," Russo notes, "as if I was training for a marathon. So then I asked myself, if that was the case, why not actually train for a marathon?"

He chose the National Capital Marathon, run in Ottawa in May. "The Ottawa race was a natural. I grew up there so I knew the route, and I had relatives I could visit."



He joined 4,500 runners in Ottawa May 15, running the gruelling 26½ miles (46½ km) in 3½ hours.

That's just the first lap. Russo's already planning his entry next year!

Laval campus graduates 10 officers

By Muriel Bédard

Communications Division
QUEBEC — Nine of the 10 CX-LUF recruits completing their training period in mid-July at the National Correctional Staff College at Laval were young women, beginning their careers with the Service. The only man to take the course is beginning a career change.

They all received their certificates July 13 during a ceremony attended by Regional Deputy Commissioner Jean-Paul Dugas, Staff College Director Richard Rabeau, Induction Training Co-ordinator Paul Bureau, senior staff and

parents and friends of the recruits. Graduating were Gaston Therrien, who works at Cowansville Institution; Louise Beausoleil, Martine Charette, Sylvie Goyette, Viviane Mathieu, Jocelyne Robin and Céline Savoie, who work at Leclerc Institution, and; Linda Belzile, Magalie Jouvray and Joelle Percy, who have joined the team at the Federal Training Centre.

Instructors were Ross Bullett, Gilles Demers, Pierre Larivière, Alain Lepage, Paul Pomerleau, Gérald Portelance and Léo Roy of the college. Micheline Gagné,

complementary training coordinator, Christiane Gauthier, human relations officer, and Dominico Colaméo, training officer, also helped make sure the recruits received complete training.

Savoie also received Laval's *Best Improvement in Physical Fitness* trophy while Charette received a trophy for *Best Score* with all firearms.

Recruits presented Bureau with a token of their appreciation, a framed photograph of the group which was immediately placed in the college lounge.

Operation Courage — Sept. 11

Teams from NHQ, and Ontario and Quebec regions are running in a 400-km cross-country marathon between Ottawa, Hull, Smiths Falls, Kingston and Montreal in support of physically-handicapped children.

Let's Talk about PEOPLE

Let's Talk discovered too late for the July 30th edition that the Staff Induction Centre's **Wayne Kelly**, who range-assisted during the Solicitor General's Challenge Cup and CSC National Weapons Competition in Regina last June, stayed in the west for a few more days to shoot 555/600 and place first among 60 shooters in his category, in the Police Combat Match of the Canadian Indoor Police Combat Championships in Regina June 23-24. Kelly also played his part in two, two-man team categories which placed second. This, despite 11 misfires during the 210 rounds fire from his service revolver. He says the experience of competing against other top shooters drew him to the match, not any preconceived notions of winning. "Being on the line is a lot different than calling the line," he quips. Having run the Ontario Region Shoot for the past two years, he also wanted to see how the RCMP ran one of its major competitions. The *Master Shot Award* winner has been with CSC for 14 years, and besides running shooting relays, is a staff instructor at the National Correctional Staff College, Staff Induction Centre and began shooting seriously just five years ago.

Laurent Isabelle, Ph.D. has been appointed director, education and training with the Education, Training and Employment Branch, announces Director General **Marjorie David**. The Lisieux, Sask. native received his

first degree from College Mathieu, Gravelbourg, and continued his studies at the University of Ottawa to a doctorate level in education and psychology. He served as a professor at the university, and for the past 10 years was president of the Capital Region's Algonquin College.

Atlantic Region senior personnel gathered at "La Cave à Pape" restaurant in Moncton June 27 to bid farewell "in the warm Maritime fashion" to PEI native and former Springhill Institution warden **Al Stevenson**, now warden at Stony Mountain.

As noted in *SCS Chaplaincy News & Views*, a number of chaplains have resigned or retired recently: Father **Lionel Dupuis** has retired from Laval Institution after 22 years of ministry in Quebec Region; Father **Robert Sauvé** retired April 16 after 15 years as chaplain and Quebec regional chaplain; Father **Dave Andrews** retired June 30 after 10 years of ministry at Drumheller Institution; Sister **Judy Morin** has resigned as Roman Catholic chaplain at William Head Institution. Sister Morin has been ministering with Sister **Marguerite Lalonde** and The Lauren House Society for the past 10 years and will continue to do so. Rev **Jean-Paul Chaisson** has resigned from his ministry at Mount St. Francis Institution after full- and part-time service. The Rev'd **Garry Fuller** and The Rev'd **Philip Ferris** are

continuing to minister at the Community Correctional Centres in Halifax and Saint John, N.B. on a voluntary basis with the expiry of their contracts August 31. Funding has been withdrawn from chaplaincy positions at CCCs.

Georges Gignac, formerly at NHQ in evaluation and special projects and as special programs coordinator at the Second World Congress on Prison Health Care since last September, assumed the position of assistant warden, organization and administration at William Head Institution, replacing **Ben Cantin**, who retires from the Service on Sept. 17.

Having successfully completed seven months of French language training, Atlantic Regional Manager of Communications **Art Robson** is back at his post. Robson, 36, is former regional chief, program design and resource development, Offender Programs, at Atlantic RHQ. He takes over from **Jim West**, who acted in his place and is now with the inmate employment section, Atlantic RHQ.

Following formal training and articling in classification, **Irene Robertson**, Prairies RHQ, **Dave Dahl**, Pacific RHQ, and **Marena McLaughlin**, Atlantic RHQ have obtained *Certificates of Accreditation* as classification specialists.

Call for better interpersonal relations

Among eight major recommendations of the National Conference of Citizens' Advisory Committees last spring was a call for improved interpersonal relations. Recommendation No. 4: **There should be a mechanism for encouraging correctional officers to suggest ideas for improving interpersonal relations in a correctional setting.** Staff are asked to send ideas to their Regional Deputy Commissioner.

Briefs

Saint John District Office relocates

Effective July 27, the Saint John, New Brunswick District Parole Office has relocated to 61 Union Street, 5th Floor, LaTour Terrace, Saint John, N.B., E2L 1A2, telephone (506) 648-4795.

Zimbabwe Prison Service director visits

Zimbabwe Prison Service Deputy Director of Administration **Langton Chigwida** met with senior NHQ staff, toured Kingston-area institutions and met representatives of the Ontario Ministry of Correctional Services during a visit in late July and August. He paid particular attention to industries, agribusiness and administration.

Chaplaincy internship program launched

The chaplaincy division of NHQ reports three prospective CSC chaplains began the 11-month training program Sept. 1, directed by The Rev'd Don Misener at Kingston Penitentiary, in collaboration with the Queen's University Institute of Pastoral Care. They are: The Rev'd **John Hudson**, of Westlock, Alta., The Rev'd **Philip Joudrey**, of Bass River, N.S., and Sister **Sue Malette**, of Windsor, Ont.

Habitual cases under review

Solicitor General **Bob Kaplan** and Justice Minister **Mark MacGuigan** have jointly announced the appointment of British Columbia Judge **Stuart Leggatt**, to review cases of 93 people designated as "habitual criminals." They are in prison or on some form of parole. Parliament has already replaced the classification — which could have led to preventive detention or an indeterminate sentence sometimes meaning life imprisonment — with that of dangerous offender.

Agribusiness plans workshop

Agribusiness staff will attend workshops hosted by Ontario Region, in Kingston Sept. 27-29. The workshops will include visits to Pittsburgh and Frontenac farm institutions. As well, participants will have a chance to visit the International Plowing Match at Richmond, Ont., near Ottawa, offering staff a look at machinery displays, farming technology demonstrations, and a chance to discuss operational problems with agricultural experts. Superintendents of farm institutions are also invited to participate along with regional managers responsible for agribusiness and farm managers.

Industries conference

Industries and automated document processing staff of Education, Training and Employment Branch will attend a conference at the Transport Canada Conference Centre in Cornwall, Ont., Oct. 14-19.

Toronto 465-5000 to prevent crime

John Howard Society's 465-5000 number gives someone thinking of committing a crime a chance to talk it out beforehand. That doesn't mean advice on how to rob a bank. Specially trained volunteers manning the phones around the clock are there to offer help to the troubled, frustrated person. "Most of our clientele have very little going for them in the way of education, social skills, work experience — you name it," Executive Director **David Arbuckle** told the *Toronto Star*. "Their frustration level is high and their offences are usually dumb, spur-of-the-moment things."

Staff concerned about Gallup Poll calls

Staff complaints have reached Ontario Regional Manager of Communications **Dennis Curtis**, regarding Gallup's calling them at home to survey staff members' morale. "They are concerned about the fact a list of names and home telephone numbers were given to the people conducting the survey and are not entirely convinced that their anonymity will be preserved," Curtis explained. Deputy Commissioner of Communications, **John Braithwaite**, assures staff that names of respondents are being kept confidential by the Gallup organization and are not included in results which will be given to the Service. (Let's Talk will carry a summary of the results when they become available.)

Street rod from Stony Mountain

Staff and inmates at Stony Mountain industries, education and training are enthusiastic about a fund-raising project by the Winnipeg Street Rod Association on behalf of the St. Amant Centre for the mentally retarded. Industrial and vocational training facilities at Stony Mountain Institution are being brought into action to restore a '46-vintage "rod" to "street" condition, under supervision of staff instructors and the Street Rod Association. Upholstery, metal products, auto repair and auto body areas are all involved. Costs will be recovered.

"National Prison Justice Day"

A cross-Canada "National Prison Justice Day" was recognized by inmates and some outside citizen groups on August 10. In CSC, large numbers of inmates fasted and refused to work, some demonstrations were held by outside groups, and Communications offices in all regions were swamped by calls from the media on the subject. Staff reported that all demonstrations were peaceful, whether inside or outside institutions.



First CORCAN Conference

Shown above are staff of Education, Training and Employment Branch's industries, agribusiness and automated document processing divisions using the CORCAN trademark. The photograph was actually taken on the historic occasion of the first joint conference involving staff from the three divisions from across the country, in Ottawa, March 22-24, 1983. Commissioner Yeomans addressed managers with several suggestions for inmate deployment in full-shift work programs. The plenary CORCAN conference was followed by simultaneous industries, agribusiness and automated document processing workshops. Left to right, standing: **Vince Thomas, Keith Kirkham, Bud Steeves, Fred Cameron, Gary Skotheim, Bill Lucio, Rodger Howes, Graham Smith, John McHardy, Robert Rombough, Magella Ouellet, Marcel Parent, Robert Lazariuk, Earl Synkiw, John Root, Gerry Richards.** Seated: Agribusiness Director **Ron Junk**, Industries Director **Earl Fox**, Director **Bernie Myles**, and Automated Document Processing Director **Alan Schoenherr**.

CORCAN staff discuss productivity ideas

ONTARIO — Regional automated document processing and industries staff focussed on productivity and quality control issues during their second annual seminar at the Federal Training Centre in Cornwall June 28-29.

Regional Executive Officer **Don Clark**, in an address looking 10 years ahead, strongly urged participants to set clear goals for cost-effectiveness, productivity and quality control.

To achieve the goals, he predicted the Service will move towards hourly pay for inmate workers, along with some redistribution of the inmate pay budget to recognize efforts of inmates employed in profitable programs.

Clark added there is a practical need to double-shift many of industrial operations.

"Clearly we cannot build new shops and respond to either production needs or overcrowding when we have existing shops and equipment idle 16 to 18 hours a day," he said.

Ken Musgrave and **Gus Gillespie**, two Woods and Gordon Company consultants to CSC, outlined new management techniques used by private industry.

They recommended adoption of motivational techniques such as installation of "quality circles" which actively involved staff from the shop floor in management decision making. The idea sparked interest from participants.

Joyceville staff will be trained in the use of some of these techniques on a pilot basis.

Branch Director General **Marjorie David**, thanking all

industries and ADP staff for their support, patience and hard work over the past several months, spoke on CORCAN's evolution and progress in areas such as individual shop productivity and sound business systems that permit better management of operations.

She emphasized staff shouldn't become distracted from the major goal: productivity. Inmate training and skill enhancement, for example, are byproducts of the principal objective and shouldn't become ends in themselves, she said.

Spirited discussion on issues raised by speakers and staff was generated during a panel discussion consisting of the director general, directors of industries and ADP and Ontario regional manager of industries.



United Way 1983 "It's up to us!"

In 1983, can The Correctional Service of Canada judge by last year's fund-raising results for the United Way, when it attained 168 per cent of its target?

This year, CSC's United Way goal is \$25,560 (six per cent more than last year). Remember last year? Offender Programs raised 309 per cent and Inspector General 308 per cent of their respective branch targets, followed closely by Staff Training and Development with 287.

United Way's 1983 campaign hopes to raise \$3 million from the Public Service of Canada alone. Public servants will launch their campaign Sept. 19.

All CSC term (six months and longer) and permanent staff will receive pledge forms originating with Personnel at NHQ, and regardless of whether a pledge is made through the canvasser, staff are eligible for a number of prizes.

*CSC-wide figures for October 27, 1982.

Mount St. Francis paddles for Leucan

QUEBEC — Staff and residents of Mount St. Francis Institution have broken new ground... or should we say, water.

This past June 11, a team of 17 residents and three staff canoed down the St. Lawrence River most of the way to Trois-Rivières, a distance of 133 km (83 miles), in 17 to 18 hours.

It wasn't your average canoe trip. Not only did two canoes and their four paddlers complete the entire distance and the remainder finish up less than 10 miles back, not only did they survive metre-high-plus waves (three to four feet), they built their own canoes and raised more than \$3,000.

Beginning last February with a suggestion by living unit staff and residents of the minimum, the venture meant three months of physical training, water safety and canoeing

instruction and construction of 10 canoes. Superintendent **Jean-Paul Dallaire** said that initially, canoes were to be supplied by a sponsor since the trip's intention was to raise funds for Leucan, an association of parents whose children have cancer.

The first stroke of the paddles meant a lot for Living Unit Officers **Jean Cherrier** and **Daniel Gélinas**, and **Luc Lachapelle**, sports director and the 17 residents. By 0430 hours the paddlers had already gone through the Repentigny Rapids.

Canoeists had to face high waves first from the big ships that passed, then from Lake St. Peter, which made the latter part of the trip extremely difficult. Good weather prevented mishap, however.

In the end, residents discovered they could surpass themselves, and call upon their own potential, sense

of organization and teammanship. "It succeeded beyond all expectations," concluded Assistant Superintendent **Denis Bêlec**, who with Dallaire were aboard an 11-metre (36-foot) cruiser escort during the adventure.

"Residents proved they are capable of motivation and even of discipline. They showed they have the ability when they undertake something and that often the reason they turn to delinquency is that they lack resources."

By July, participants had collected \$3,000 and hoped to raise more by showing the public slides of the venture and selling buttons. Their goal is to donate at least \$3,000 to Leucan after paying expedition costs.

And those sturdy canoes? They're with the inmate welfare committee — for any future, approved, please adventures.

Change of commands

Ceremonies marking change of commands at the Federal Training Centre, and Warkworth, Archambault and Laval institutions.



Piper Murray Martin, Warkworth CX-3.



Left to right: Quebec Deputy Commissioner Jean-Paul Dugas, Commissioner Yeomans, Archambault Warden Pierre Viau, Laval Warden Marc-André Lafleur, and Federal Training Centre Warden André Le Marier.



Hank Neufeld (right) and RDC Art Trono.



Front row guests included, left to right, the new warden's two sons, Tom and Michael, Mrs. Doris Neufeld, and Mrs. Kay Yeomans.

QUEBEC — Commissioner Yeomans officiated at a combined change of command ceremony for three Quebec Region institutions in the Federal Training Centre (FTC) gym on July 19.

Wardens Marc-André Lafleur, André Le Marier and Pierre Viau assumed their duties at Laval, FTC and Archambault, respectively, on June 13. Alain Tardif, parliamentary secretary to Solicitor General Bob Kaplan, Quebec Deputy Commissioner Jean-Paul Dugas, Union of Solicitor General Employees Regional Vice President Jean-Guy Chalut, CSC headquarters and institution staff and about 100 guests attended the ceremony. Guests included Constance Bennett-Bourassa, president of the regional Citizens' Advisory Committees, members of the judiciary and the general public.

The three wardens aren't strangers to the tasks assigned them. Le Marier, with CSC since 1953, has had that post at Archambault (1978-83), and Laval (1976-78). Viau joined CSC in 1965 and was Laval warden since May, 1979. Marc-André Lafleur joined CSC in 1966 and served as FTC warden 1974-83.

Yvon Deschesnes was the event's MC. Staff from the three institutions formed an honor guard. Refreshments following the ceremony were prepared under the supervision of Réal Ahern, FTC food services department, including a magnificent cake by pastry cook Dennis Lette.

ONTARIO — This summer, the region saw commands change for Joyceville, Collins Bay and Warkworth institutions. Warkworth's ceremony, shown in the three lower photos, saw the transfer of responsibility from Mary Dawson to Hank Neufeld, formerly director operational security at NHQ, and a former warden at Joyceville and Millhaven institutions. More than 100 officials and guests were on hand, including a contingent from NHQ security, CAC chairman Gerritt Bruinix, staff and family members. Dawson, who is now warden at Joyceville, gave an emotional address to Warkworth staff, with whom she had worked since the institution's opening in 1967.

Penal museum a lesson in history

By Ron Livingstone

Probably the most inconspicuous and least publicized museum in the country, the Penal Museum, with its macabre paraphernalia, is not so unlike a chapter from Dante's *Inferno*. By itself, it is an education in Canadian criminal history.

Housed in a two-storey limestone building on the grounds of the National Correctional Staff College in Kingston, the Penal Museum is not part of the many historical attractions open to the public. Within the old nine-room building a visitor will find more than 500 reminders of life inside Canadian prisons. The building itself dates to the last century, and at one time was a Kingston landmark, with links to many local families, including Calderwood, who was the city's chief architect in the mid-1800s.

Over the doorway, on the ground floor, hangs a hand-painted plaque written by a former inmate. It reads: "Evil does who evil thinks." One soon feels the eeriness of the surround-

ings as signs of pain, death and destruction are everywhere in evidence. Home-made guns, razor-sharp knives, dummy heads used as decoys in escapes, chains, grappling hooks and other inventive objects predominate the display of artifacts. It all leaves the visitor with a cold chill running down the spine.

Staff College Director Murray Miller is curator, while retired correctional officer Bob Wylie is now chairman of the museum committee and conducts tours by appointments only.

"Ours is a museum with a lot of history attached to it," Wylie says. "Nowhere in the world do prison inmates compare with the Canadian inmate in terms of ingenuity," he says.

"I recall one visitor here who had just returned from visiting Alcatraz (a now-closed island prison at San Francisco) just after the American prison had opened up to the public as a museum. He was amazed at what he saw here and claimed that this museum was by far more unique and interesting," he adds.

CSC's Penal Museum opened in 1969. It continues to link

past and present as more items are added to the overall display. Reminders of prison riots in the form of prisoner-made blackjacks, leadpipes, and Roman-style shields made from prison food trays are all there. In the "Legal Room" there's the chilling sight of "the triangle," once used at Dorchester Penitentiary to administer corporal punishment. It sets the stage for every kind of straightjacket, as well as the Oregon Boot, topped by a heavy weight, worn by prisoners who were hard to handle.

Upstairs, a visitor finds long rows of leatherbound volumes that tell the stories of prison days dating into the last century, with their stern reminders of early prison discipline. With the records so well kept and preserved, in a flash, one is able to relive penal history.

On leaving the museum, and as Bob Wylie prepared to lock the door, he sums up: "I've seen more history in this museum, and more in the way of inmate ingenuity, than in the 37 years that I spent as a correctional officer."



ATLANTIC — With 26 years of public service, Lee Lowerison (right) received a tribute from about 80 well-wishers and two Long Service Awards, the certificate above being presented by Regional Deputy Commissioner R.M. Clark, at a retirement party in Lee's honor at the DND Officer's Mess in Moncton, June 6. Lee's plans include playing the violin, and returning to university to pick up where he left off several years ago.

Tip: Persuasion

"Avoid defensive arousal" in convincing others to follow a plan or agree with you, notes *Communication Briefings*, a small monthly newsletter.

"People who desire to change opinion or affect behavior often send out cues that create 'defensive listening' and, as a result, defeat their aims," its May edition states.

For example, "If you perceive that an audience might act unfavorably to your message, you may place too much emphasis on how well you're coming across or on what you might do next to win approval.

"These inner concerns communicate subtle verbal and non-verbal signals that place your listeners on guard.

"One suggestion: Make your goal solving a problem — not manipulating an audience."



Discussing the role of computers in correctional education

Prairies summer institute for correctional educators

A first for Canada, a three-day professional development workshop on correctional education was held in Emma Lake, Sask. in June, attracting participants from federal and provincial corrections and nearby post-secondary institutions.

The Prairies Summer Institute for Correctional Educators was planned and organized by **Ron Woodward**, director of technical/vocational programs at Natonum Community College in Prince Albert, in cooperation with **Nick Wasyliv**, assistant warden education and training at Saskatchewan Penitentiary, the University of Saskatchewan, and **Frank Glasgow**, Prairie regional manager education and training.

As President of the North American Association of Wardens and Superintendents, Sask Pen Warden **Jim O'Sullivan** gave the keynote address. A special participant was **Dr. Jerry Sather**, director of education for the New Mexico State Penitentiary at Santa Fe. Presentations ranged over a number of practical issues on topics including cross-cultural education, computer education and audio-visual resources.

The workshop is described as "a

model for collaboration among professionals involved in education in corrections, from educational and correctional agencies at the provincial and federal levels," by **Dr. Douglas Griffin**, chief of academic education for CSC.

"One important theme that emerged was the accountability correctional educators must be prepared to have, to provincial education authorities, as well as to federal corrections personnel and inmates," Griffin says.

"For example, we addressed various ways education can affect the lives of inmates," he adds. "Over 17 per cent of federal inmates are functionally illiterate. Many more have significant educational needs."

Public attention has focussed on CSC's university program in the past, he notes. However, he adds, "the university programs have never reached more than 250 inmates on a full-time basis — a mere one-half of one per cent of all inmates."

Consequently, the workshop also looked closely at elementary, secondary and vocational programs which occupy most CSC inmates who are in educational programs.

"Feathered friends"

By Muriel Bédard

Communications Division

QUEBEC — About 300 CSC Quebec Region employees enjoy spare time with a charitable organization, the Patme Tribe of Falcons.

Laval Institution Senior Correctional Officer **Henri-Paul Beaulieu**, the Tribe's Grand Chief since 1978, presided at the annual car rally Aug. 13. CSC staff fielded no less than 25 of the 110 cars in the event, helping to raise \$1,000.

Founded in 1976, the non-profit organization offers aid to the needy and underprivileged, attempts to make life more pleasant for older people by holding special events such as Quebecois-style dinner dances and busys certain medical equipment for the handicapped.

The female counterpart, the Karunes, comprises 2,630 members in Quebec, most of them wives of the Falcons. They organize social evenings and invite their husbands, friends and relatives. When the Falcons organize an event to raise funds, "there are never fewer than 1,500 to 2,000 people," Beaulieu notes.

Funds are also raised by charging a membership fee, \$15 in 1983, for lifetime members. "To become a member of the Tribe," Beaulieu notes, "you have to pass a secret initiation."

Each new initiate then receives a headband and feathers, the badge of the Tribe, which will remind him of his role as a benefactor of society. A dance, in which the Karunes participate, follows each of the four initiation sessions held annually.

Thus far in 1983, the Patme Tribe of Falcons has allocated more than \$12,000 towards people in need. **Patme joins the acronym "Pat" and "Me" which are short for Pointe-aux-Trembles and Montreal East, both municipalities in the Montreal area.**



Matsqui modular home arriving at PNE

PACIFIC — The second half of a Matsqui Institution modular home (1814 kg or 2 tons) is lowered into place next to the Canada Pavillion on the Pacific National Exhibition grounds July 25, to house Solicitor General ministry displays at the exhibition, which ran Aug. 20 - Sept. 5. A total of 47 modular homes have been manufactured at Matsqui since 1976, for various tax-supported organizations in the province. The electrically-heated homes must pass inspections by the province and federal Canada Mortgage and Housing Corporation.

Photo: Al Hollinger

CSC — Police corps liaison

Intelligence officers work out of limelight

By Gaston Pelletier
Quebec RMC
QUEBEC —

• The identification, the prosecution and the conviction of the murderers of Michel Roy, former warden of Archambault, who was killed one night in February, 1978, while shovelling the snow from the entrance of his home.

• The interception of smuggled dynamite, firearms and other objects in maximum- and medium-security institutions.

These are major achievements whose outcome was made possible by the existence of very good relationships between CSC and the various police forces of the province.

"The implementation hasn't been easy. It took a good year of discussions in order to really establish an official and continued liaison," says **Frank Conabree**, regional chief of preventive security.

Comprehensive preventive security was implemented in Quebec Region in 1977. A year later, invitations were sent out to the various police corps: the Quebec Provincial Police, the Montreal Urban Community Police, the Laval Police and the RCMP. In 1983, it is a smooth-running machine that groups together liaison officers of these police corps, the preventive security officers of the various Quebec institutions and regional preventive security.

Meetings take place every two months and, occasionally, special meetings are held to discuss specific subjects. This does not take into account the daily telephone calls between CSC and police.

The Quebec Provincial Police, the Montreal Urban Community (MUC) Police and the RCMP, Quebec's three major police corps, have appointed full-time liaison officers solely for exchanges between CSC and their respective organizations. The other police corps have part-time liaison officers.

"This only shows the importance that the organizations give to these relationships," says Conabree. As for the police corps, they have access to information that can help them in their investigations.

Robert Farmer, liaison officer for the MUC Police, explains for his part that the organization for which he works has appointed a liaison officer to prevent a situation where several people would be calling several others. "Our organization has indeed issued instructions specifying that policemen must contact the liaison officer to get information from CSC."

The object of these relationships is to allow everyone to share the information he has. "In this way, we can ensure continued input and keep the files open," says Farmer, who adds that, "it also allows CSC to have a better knowledge of the clients it receives."



Preventive security officers meet with police counterparts. Left to right, standing: **André Lapointe (Leclerc)**, **Guy Lalonde (Laval)**, **Edmond St-Pierre (Archambault)**, **Robert Potvin (RCMP Montreal)**, **Richard Millette (Laval Police Force)**, **Robert Farmer (Montreal Urban Community Police)**, **Roch Boudreau (CDC)**, **Gilles Raymond (La Macaza)**, **Maurice Simard (Cowansville)** and **Gilles Cantin (Regional Reception Centre)**. Seated: **Normand Morin (Leclerc)**, **Frank Conabree**, regional chief preventive security, **Conrad Marcotte (RCMP Montreal)** and **Armand Lebeau (Federal Training Centre)**.

Everyone is aware that he is part of the same process and that the various organizations have the same clients. "A study has shown that 40% of the inmates that we receive have files at the QPP and that 30% of them have files at the MUC Police," says Conabree.

CSC also benefits a lot from the shared information, since as soon as a person is condemned to a sentence that comes under federal jurisdiction, CSC receives a police report containing the circumstances of the crime, the type of person that is condemned, his violence potential, his criminal activities, etc.

Up to now, each organization has made a very positive assessment of the experience. "Everything that has been set up so far works very well," declares Farmer. "It is very much a question of confidence," adds **Robert Potvin**, of the RCMP, Lieutenant **Richard Millette**, of the Laval Police, also agrees.

Launched without any fuss more than five years ago, the operation has given the results that were expected and even more. But, as every intelligence system that wants to be effective, it operates far from the limelight.

In our next edition:

- The 2nd World Congress on Prison Health Care
- Six CSC institutions receive accreditation
- Report on the ACA's Congress of Correction

CSC team invited to compete in World Police and Firefighters Olympics, at San Jose in 1985

A CSC hockey team from Prairie Region has been invited by the Chief of the Anaheim, California Fire Department to represent the Service in the first-ever World Police and Firefighters Olympics, to be held in San Jose, California August 3-11, 1985.

The team is coached by Ken Mitchell, preventive security officer at RPC Prairies and comprises staff from Saskatoon, Sask Pen and three Alberta institutions.

Story and photo, see Page 2

Photo: Ken Wilson



Good show . . . for a job well done. Dorchester CX-8 Russell Silliker shows his appreciation to Correctional Officer Trevor Hicks.

Officer's alertness off-duty nets three walkaways

Correctional or living unit officers often recapture inmates who are unlawfully at large. Here is one brief example, but it's a tribute to all.

By Art Robson
Atlantic RMC

ATLANTIC — When three inmates "walked away" from Westmorland minimum security institution at Dorchester, N.B., municipal police and the RCMP were asked to be on the lookout. It was August 8, about 0300 hours.

A little more than three hours later, 14.5 km (nine miles) away in Sackville, local resident Trevor Hicks was driving with his son in their family car. Hicks is a 37-year-old Dorchester correctional officer (CX-2) but off-duty, he had no idea that the walkaway had occurred.

However, when he spotted three men in the marsh area of the town, Hicks became suspicious. He drove

past the walkers at a normal speed and returned home to telephone the institution and learn that, in fact, three inmates were unlawfully at large.

He called Sackville Police. The officer on duty was Don Forster, a 25-year-old cadet from the Holland College Police Training Academy, of Charlottetown, PEI. Hicks asked Forster to pick him up at home, explaining his sighting.

Returning to the marsh area in the police cruiser, the suspects spotted them and began running. On getting out of the car Hicks suggested a warning shot, ordering the suspects to get down. Subsequently, the inmates were arrested, taken to the town lock-up, the penitentiary notified, and charges laid. Thanks to the alertness and diligence of Hicks, who has been with CSC 3½ years, and cooperation with Forster, the incident concluded without harm to anyone or loss of property.

Inside

The 2nd World Congress

• Page 3

Next Issue

- "Operation Courage"
- New policy extends retirement age
- Ten bad reasons to avoid a computer

Correctional model study goes to mgt. committee

An evaluation study of the costing of various correctional models is nearing completion by the evaluation and special projects division, Policy, Planning and Administration at NHQ. The report was to be considered by CSC's senior management committee Sept. 27-28.

The study (see *Let's Talk*, July 15 edition) analyzes costs and benefits for the Squad System, Living Unit System and Team Concept — all correctional models now used in CSC.

"Given that both costs and benefits are factors in the comparative evaluation, the study illustrates there is little opportunity to make a definitive statement such that a single model is both economical and more beneficial than another," notes Willie Gibbs, director evaluation and special projects.

Although the Squad System resulted in fewer costs than either the Living Unit System or the Team Concept, it also proved the least effective when assessed against a standard set of benefits, Gibbs adds.

The Living Unit System scored higher on benefits but proved more costly than the Squad System.

The Team Concept resulted in higher cost figures and lower scores on benefits than the Living Unit System. However, it appeared to address some of the benefits more completely than the Squad System.

Functional Unit Management, a correctional model used by the U.S. Federal Bureau of Prisons, is also discussed in terms of a model profile, literature summary on its benefits, and presentation of the issues that would be raised by a Canadian application.

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Vol. 8 No. 17 September 30, 1983



Congratulations!

From the left: Larry Simonson, Inspector General Al Wrenshall, Brenda Dolyny, Eric Jones, Paul Duguay and Paul Jacks. Absent: David Stephen.

Six more CSC facilities accredited

William Head, Kent, Elbow Lake and Rockwood institutions, and Portal House and Robson community correctional centres all received accreditation from the Commission on Accreditation for Corrections in a joint ceremony in Chicago Aug. 14.

The six accreditations bring to 51 the total number of CSC facilities receiving accreditation since the program began in 1979.

CSC representatives receiving the awards from Commission officials were Eric Jones (William Head), Paul Duguay (Kent), Paul Jacks (Elbow Lake), Brenda Dolyny (Rockwood), Larry Simonson (Portal House) and David Stephen (Robson).

Despite its success and priority given it, the accreditation program began winding down at the beginning of April this year because of a program of restraint in government.

However, in July, CSC's senior management committee decided to reactivate the program contingent on a cost-effectiveness study now underway by the Policy, Planning and Administration Branch at NHQ. Should the program get the go-ahead, the Inspector General's Branch will conduct a policy and procedures audit at NHQ and then begin looking at new accreditations and re-accreditations.

According to Maurice Klein, national accreditation coordinator, CSC branches must continue providing documentation to comply with Commission standards. Accredited facilities must also report annually on compliance levels.

Four years ago this month, Springhill Institution became Canada's first — and the first medium-security institution anywhere, to be accredited by the Commission, which is affiliated with the American Correctional Association.

First annual OIS computer conference

Operational Information Services is holding its first OIS computer conference at Bryker Data Systems Ltd., in Willowdale, Oct. 3-6.

Pierrette Regimbald, of OIS, says the conference expects about 40 staff to attend from NHQ and the five regions. She notes each regional manager has been sent three invitations, and NHQ branch managers two invitations each.

Seminars and workshops will cover:

- OIS hardware configuration
- Systems life cycle
- Software packages
- Data communications
- OIS systems review

For further information, contact your branch or systems review committee representative.

1,253 complaints sent to Correctional Investigator

There were 1,167 complaints concerning CSC with Correctional Investigator Ron Stewart during the year June 1, 1981 - May 31, 1982. Another 86 complaints he received related to other bodies.

Solicitor General Bob Kaplan, tabling the report at the end of June, said CSC had implemented nine of the 14 recommendations made by the Correctional Investigator in his report, and was addressing the remainder.

Two of the more important recommendations in this year's report dealt with the time limits allowed for processing claims made by inmates against the Crown for loss or damage of personal possessions, and changes to the inmate pay program.

The minister noted directives have

been modified to place a 90-day limit on the settling of inmate claims against the Crown, as recommended by the Correctional Investigator.

The inmate pay program is also being modified, to allow long-term and newly admitted inmates more flexibility in the use of the monies they earn while serving their sentences.

Correctional Investigator Ron Stewart is an ombudsman appointed under the Federal Inquiries Act to receive, investigate and make recommendations concerning inmate complaints.

Copies of the report are available from: Communications Division, Programs Branch, Solicitor General of Canada, 340 Laurier Avenue West, Ottawa, Ontario, K1A 0P8.

Photo: Rick Blanchard



Commissioner Yeomans presents Doug Dawe with a Certificate of Appreciation, "In recognition of his outstanding contribution in the spheres of preventive security, privacy coordination, accommodation planning and coordination of the Trinidad and Tobago Project."

Doug Dawe of Tech Services honored

Doug Dawe, who has played a variety of roles in the RCAF, National Defence Headquarters, the Department of Supply and Services and for the past nine years in CSC, was honored on his retirement at a farewell party in Ottawa Sept. 8.

Dawe, 52, joined the RCAF as an Aircraftman Second Class at the outbreak of the Korean Conflict and by 1967 was a Squadron Leader and Canadian Police College graduate.

The Toronto native was one of the guards for the transfer of war criminal Kurt Meyer from Dorchester Penitentiary to Germany in 1951, he attended the last of the war crimes trials, and was the first airforce policeman to be taken on strength at the Canadian Air Division. He was chief instructor at the Air Force Police School, in Aylmer, Ont. (1958), Command Police Officer and VIP police officer for Air Transport Command (1961-64), and was trained in the U.S. as Canada's first nuclear security officer (1964). Following this, he served at RCAF Station Val d'Or, Que. As Squadron Leader on returning to Europe in 1967, he served as the last senior staff officer security of the Canadian Air Division and later as commanding officer of the special investigation unit.

Dawe joined CSC in 1974 as director, preventive security, after retiring from the military. He directed a Commissioner's management team at Millhaven Institution in 1976-77, worked on CSC's preparations for privacy legislation, was director of accommodation planning, and held a range of positions within Technical Services Branch, including coordinator of the Trinidad and Tobago Project and special assistant to the director general.

Letter

Credit for therapeutic community was due

I was pleased to read the article about the Therapeutic Community at Springhill, in your special edition of August 30.

However, as one who was directly involved in the establishment of that project, I find that credit should have been given to the warden at the time, Mr. B.C. Hamilton, without

• from page one

Here come the Gaolers!

PRAIRIES — For the first time, a hockey team from The Correctional Service of Canada competed in the seventh Northwest Police and Firefighters Olympics held in Edmonton July 20-23. They even brought home an award: Goalkeeper Glen Wadham, a correctional officer at Saskatchewan Penitentiary in Prince Albert, was chosen by the Olympic Committee as the Outstanding Sportsman in the hockey competition.

Coach Ken Mitchell, preventive security officer at the Regional Psychiatric Centre in Saskatoon, explained that a group of correctional officers at the Saskatoon institution who are ardent hockey players heard about the Olympics and inquired as to whether a CSC team would be eligible to enter.

The requirements state that police and firefighters from any state or country are eligible to compete. The decision was made that the correctional officers, being sworn peace officers, could enter.

Since the Centre staff couldn't supply enough hockey players, permission was received to make it a regional team. The final lineup includ-



From the left, standing: Ron Pozzo (Drumheller), Darrell Dragseth (Sask Pen), Gary Thompson (RPC), Rick Pozzo (Drumheller), Fraser Grant (RPC), Gord Wilkinson (Sask Pen), Scott Mackie (Bowden), Wes Nelson (RPC), Gary Rollack (Edmonton), Andy Petryshen (Sask Pen), Jim Lowes (Sask Pen), Ken Mitchell (RPC), Stu Doell (RPC); and front row: Les Scott and Glen Wadham (Sask Pen), and Ken Cosgrove, Brian McKay and Cal Soloway (all RPC).

ed seven players from Saskatoon, six from the Saskatchewan Penitentiary in Prince Albert, and four from three federal penitentiaries in Alberta.

Other teams in the hockey event were from various parts of Canada and the United States, and Europe.

In order to guarantee each team its minimum of three games, play started at 7 a.m. four mornings in a row, at six arenas in Edmonton.

The CSC team was invited back to participate in next year's event in Seattle, Washington. They also

received a personal invitation from the Chief of the Anaheim, California Fire Department to represent CSC in the first-ever World Police and Firefighters Olympics to be held in San Jose, California August 3-11, 1985.

Pitt Lake study details successful work program

Let's Talk is grateful to Pacific Region's News Briefs and writer Norm Baker for this overview of *An Operational Survey of the Pitt Lake Paid Work Program*, by Marilyn MacNeil.

By Norm Baker

PACIFIC — For those folks in all sections of all regions who like to compare programs, one with or against one another, Marilyn MacNeil has recently completed a report titled, "An Operational Survey of the Pitt Lake Paid Work Program," and once the fine tuning is completed, it should be on every person's prescribed reading program.

MacNeil is a researcher not without training, experience and personality, and what follows is a summary of her summary, to whet reader's appetite.

The mission was fact finding, and the code name is PLPWP. The early results are not controversial, but they look so good they may not be easy to believe.

PLPWP is currently in its seventh year. The study covers the first six years, and it is about the 163 participants who completed the program.

A forenoon shift was the shortest of all worked. The subject earned \$48 and said goodbye to the program that afternoon. This was tragic because the worker had the potential to make \$100 per day but apparently did not

have the will to continue. The longest shift was over 17 months by a man serving over 17 years and who made over \$17,000. Had he been an "unsubsidized" free worker he would have earned in excess of twice that amount.

A significant number of the 163 inmates have passed their warrant expiry dates without re-entering the CSC on new sentences. Only 4.8% of that group have been readmitted. The other statistics on the group are impressive also, but you will have to get the full report if you are still interested.

Over 80% of the participants were identified as drug and/or alcohol abusers. About 41% were serving sentences for crimes against persons, 27.6% were serving sentences of six to ten years, and 55% were serving their first federal sentence.

The annual cost per inmate to CSC was highest in 1982 (\$1,383.20) and the lowest in 1980 (\$558.76).

It is hoped that this introductory summary of MacNeil's research effort will prompt a closer look at the full study.

Your job

Did you know that all employees have the right to obtain a copy of his/her approved job description, which describes the duties and responsibilities of their positions. If you do not have one, you should discuss it with your supervisor. You can obtain more information on this subject from your regional chief of classification or NHQ classification officers.

Beaver Creek helps in community project

ONTARIO — For many years, staff and inmates of Beaver Creek Correctional Camp have helped in a variety of community projects, promoting good relations with the local communities.

Many people can enjoy their summer holidays thanks to all concerned at Beaver Creek. The work is done on a voluntary basis.

This July, camp inmates levelled topsoil and laid sod at a park in Torrance, giving the local children a great facility for playing and swimming.

"The citizens of Torrance wish to thank you for your contribution so

that our children will have a park to play in and safe swimming," said Shirley Frederickson, Torrance Citizens Committee in a letter to the camp.

Beaver Creek has also given a hand for the past five years clearing land and landscaping at the special needs Lions Camp Dorset. This year the assistance increased with between 10 and 15 inmates building a children's creative playground, and painting and finishing cottages. Lions Club and Beaver Creek representatives are discussing the possibility of having an inmate at Camp Dorset for the entire summer to help with various jobs.

Inmate discipline guide

The coordinator for the Independent Chairperson Program, Jean-Paul LeBrun, expects to publish a small handbook for staff on inmate discipline in the next 12 months. The handbook is only one of LeBrun's activities with the program.

Together with staff training and development he is working on a training module for staff. He is also looking into possible automation of data on inmate disciplinary matters, and plans to address several issues affecting the area, including the impact of new sentencing guidelines on the disciplinary process.

LeBrun's mandate as coordinator

was extended for another year last month. Since August, 1982, the NHQ administrator has consulted with independent chairpersons — there are 40 of them in CSC, reviewed all recommendations on the disciplinary process, consolidated them, and readied four documents for publishing by the end of this year. Included are a revised CD and DI and a set of modifications to the regulations.

The chairperson program began in 1977 as a result of the Parliamentary Sub-Committee into the Penitentiary System. Inmate disciplinary hearings are held once or twice a week per institution.

lets talk

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Rick Blanchard
Editor

Erik Gustafsson
Staff photographer

The 2nd World Congress on Prison Health Care



Keynote address by Norval Morris

University of Chicago Law and Criminology Professor **Norval Morris** had the international audience laughing, admitting it was hard "to reach new levels of platitude" in his "secular blessing" keynote address to delegates of the 2nd World Congress on Prison Health Care, in Ottawa, August 28.

Morris' wit lightened his entry into more serious questions, such as on ethics and health care in a pressured environment faced with budget cuts. The over 600 delegates who had arrived by opening night well appreciated his comments.

Prisons in the U.S. are crowded, Morris said, "as they've never been crowded before." He estimated the total U.S. adult inmate count at over 600,000.

A Chicago police commission member, Morris contended the reasons for prison crowding aren't a rising crime rate, but stem from different laws and policies, community attitudes, and increased law enforcement funding at the expense of corrections.

Faced with the cutbacks, health care staff are finding it more difficult to practice healing in an environment that is "generative of illness" to begin with. "Fear and brutality are commonplace," he said. He noted that U.S. courts are ruling that to deny adequate health care to inmates is "cruel and unusual punishment."

He said he is "highly skeptical" of separate institutions for inmate mental health care, suggesting care be an integral part of regular institutional life (such as in CSC). He challenged the delegates, representing more than 45 nations, to grapple with ethical questions testing their professional code of conduct.

"It may be a wrenching moral problem," he offered, for a doctor to be at an execution or flogging. "But I'm glad he is there" because a doctor's presence is the presence of the community, which helps make way for penal reform.

Morris also posed the question of health care staff of a prison helping "the other prisoners" — the prison staff. "Would it be too idealistic for the larger role of health care to serve both? Some places do with success. It seems to me not incongruous."

In an earlier address, Solicitor General **Bob Kaplan** acknowledged the contributions of many to CSC health care's development over the past 10 years, including that of Director General **Dan Craigen**.

His noting that more than 50 CSC institutions and district parole offices have been accredited brought applause.

Dr. Frank Jirka, representing the World Medical Association, addresses the closing session. At upper right, CSC's Bob McKay, Congress program planning, discusses a matter with Mary Ann Calzonetti, Ontario Correctional Services. Planning and managing the four-day Congress involved a tremendous output by CSC, Ontario Correctional Services and Quebec Ministry of Justice staff.

Nursing role more complex

The role of the prison nurse is becoming increasingly complex, and an ethical code and professional standards should be clearly defined, delegates at the 2nd World Congress were told. **Shirley Hinds**, who was with CSC eight years and is now with the Alberta provincial correctional system, said prison nurses have special problems — they work in isolated conditions without support systems and must learn to be jacks-of-all-trades.

It's time, she pointed out, that correctional nurses had a code of ethics and defined their role as forensic nurses. For example, should they be expected to conduct body cavity searches or be involved in collecting evidence as sometimes happens? This results in loss of confidence in nurses by their inmate patients.

Ethics a concern

If an inmate is suspected of abusing drugs or alcohol, should the nurse be forced to diagnose which drug it is — so charges can be laid? This is one issue that can lead to conflict at the operational level and the nurses' role must be clearly defined, she told delegates.

CSC policy states that drug detection testing must be done by security staff — while nurses concentrate on therapeutic diagnoses and procedures only. The Canadian Nurses Association has stated that nurses should not carry out body cavity searches. The International Council of Nurses has taken the same stand, noted **Norah Brochu**, CSC's director of health care

operations.

Consent to treatment remains a concern and the inmate has the right to refuse it. Inmates dissatisfied with their treatment can also lodge a grievance, she told delegates.

Nurses must also decide who is sick, and who is malingering to escape work or boredom, she said.

She told delegates that the Service's overall objective is to provide health care to inmates at a level comparable to that provided to citizens in the community. "It's an ambitious project," but in the last two years we have completely professionalized our staff, achieving a goal articulated in 1974.

Photos: Rick Blanchard



Prison Arts at Congress

The Brantford-based Prison Arts Foundation held its annual showing of art coinciding with the 2nd World Congress. Above, the foundation's executive director, **Mary Norman**, and her assistant, **Gary Howard**, during the exhibition of 75 works by inmates. At left, "Isobel" (leather) by Roy Aney; at right, "Man in Chains" (concrete) by Larry Shafer.



Law and ethics in prison health care

By **Mona C. Ricks**

Ethical and legal issues encountered in prison health services became a major session at the 2nd World Congress on Prison Health Care.

Dr. Kim Thorburn, staff physician at a California, U.S., institution, said prison health services are fraught with ethical conflicts — because they exist in prisons. There may be discord between prison health professionals' duties and the requirements of the prison, she explained, especially when security clashes with health professional ethics.

Dr. Thorburn was one of a number of experts in law from India, USA, Sri Lanka, Switzerland, Sweden and Canada, who discussed issues termed as frequently touching human rights questions — which were also medical ethics issues.

Five resolutions were brought to Congress attention, described by **Dr. Arnt K. Meyer-Lie** of Switzerland as important to the medical profession operating in world prisons. He asked Congress to consider their implication:

CONDEMNING the use of medical personnel for enforcement of cruel, inhuman or degrading practices or laws;

EXPRESSING concern that medical personnel, working in prisons, may be pressured to partake in cruel, inhuman or degrading treatment or punishment of prisoners;

ALARMED members of the medical profession, and other health personnel, are engaged in activities difficult to reconcile with medical ethics;

WELCOMING the United Nations' principles of medical ethics relevant to the role of health personnel, particularly physicians and nurses in the protection of prisoners and detainees against torture, and other cruel, inhuman or degrading treatment or punishment; DESIROUS to assure compliance with the United Nations' principles of medical ethics relevant to the role of health personnel, particularly physicians and nurses in the protection of prisoners and detainees against torture, and other cruel, inhuman or degrading treatment or punishment.

Proceedings and cassettes

Staff interested in reviewing the Congress in more depth, or studying discussions on any specific subject may be interested in purchasing a copy of the overall proceedings, or a cassette available for each individual session.

The proceedings of the 2nd World Congress, *Health and Illness in Confinement*, are expected to be available early next year. They will be published by MPI Inc., of Toronto on behalf of the International Council of Prison Medical Services.

The publication will be available in hardcover by subscription only. It will contain the major addresses and papers presented at the Congress, plus reports on the various collateral sessions.

Subscriptions can be obtained by writing MPI Inc., 309-171 O'Connor Street, Ottawa, K2P 1T4; or, telephone (613) 233-3365.

Cassettes

The following is a list of cassettes available from **Telav Inc., Cassette Duplicating Service, 2973 Sartelon, Montreal, Quebec, H4R 1E6**, for \$8 per cassette, plus \$1 handling for the first cassette, 25 cents each additional. The company needs the quantity and code (in brackets) of each cassette. Most sessions required two cassettes.

Sun. Aug. 28 & Mon. Aug. 29

Opening Ceremonies (100); International Trends, Policy Development and Comparisons of Prison Health Care (101 A/B); Coordinating Health Care Delivery to Inmates — What is Needed and Who Should Be Responsible? (102 A/B); Standards, Evaluation and Prison Health Care (103 A/B); Role of Nurses — International Perspective (104 A/B); Role of Psychopharmacology in the Treatment of Inmates (105 A/B/C); Role of Universities and Professional Societies (106 A/B/C); The Role of Private Agencies (107 A/B/C); Organization of Prison Health Services (108 A/B/C); Dental Care in Prisons (109 A/B); The Effects of Long-Term Incarceration (110 A/B/C); Primary Prevention: A Viable Alternative in Health Care and Criminal Justice? (111 A/B/C);

Tues. Aug. 30

Mental Health Care for Inmates — Where is the Dividing Line? (201 A/B); Special Health Care Problems in Prisons (202 A/B); Drug Use, Misuse and Abuse in Prisons (203 A/B/C); Treatment of the Criminally Insane (204 A/B); Special Health Care Problems in Prisons (205 A/B); Alcohol/Drugs/Violence in Prisons (206 A/B/C); Sexual Offenders (207 A/B); Female Offenders (208 A/B/C); Ethical and Legal Issues (209 A/B); Evaluation of Health Care Services (210 A/B); Nursing Issues in Corrections (211 A/B); The Insane Offender (212 A/B); Mental Health Issues (213 A/B/C); Treatment of Infectious Diseases (214 A/B/C);

Wed. Aug. 31

Law in the Context of Prison Health Care (301 A/B); Ethics in Prison Health Care (302 A/B); Ethics and Law (303); Closing Ceremonies (304).

News for our mailing list readers

Readers of *Let's Talk* who receive their copies through the regular mail may wonder why CSC's staff tabloid is now arriving in a much larger envelope. The answer is that new guidelines of Canada Post make it cheaper to send you the tabloid this way. Canada Post has informed Communications

Branch, which publishes the tabloid, that the large envelope qualifies for "Parcel Post" rates — a saving of 17 cents on each individual mailing of a regular edition, from previous costs of 64 cents each for "First Class" mailings which Canada Post had required for the staff tabloid.

Briefs

Criminology courses by mail

What does a lone Mountie in a northern wilderness outpost have in common with a solitary parole officer deep in the heart of a southern maximum security institution? "Along with about 300 other Canadians, they are studying criminology by correspondence," says Dr. **Karlene Faith** of the Department of Criminology at Simon Fraser University. The university offers accredited Directed Independent Study Courses (DISC) by correspondence. For information, contact Dr. Karlene Faith, distance education coordinator, DISC Program, Continuing Studies, Simon Fraser University, Burnaby, B.C. V5A 1S6. Telephone (604) 291-3645.

Warkworth Jaycees win awards

The Warkworth Jaycees received a number of national awards from its parent organization in Hamilton this past summer. The Warkworth unit won a first, *National Theme Award*, for its Peter Pride Project, first in the *Don Lucas Memorial Award* for its Five Outstanding Young Canadians Project, second for an audio-visual production on the Peter Pride Program, and were voted the Number Two Unit in Canada and received the *Gold Chip Award* and an honorable mention for the best local development project.

Requests need speedy attention

The Correctional Investigator, **Ron Stewart**, is looking for a faster or better means of forwarding inmate requests to see him, to his Office. Inmates have the right to see the Correctional Investigator or his representative. He is also looking for a standard procedure for forwarding requests from across CSC.

Staff must be licensed before refuelling propane vehicles

Seventh in the series on health and safety in CSC.

The federal Treasury Board has announced recently that every federal public servant who has to refuel or service propane vehicles must be tested and licensed by the appropriate province.

Robert Boucher, NHQ's coordinator of health and safety in CSC, adds that where there isn't a provincial authority for such licensing the Service assumes the responsibility for training and certification.

British Columbia, Manitoba, Ontario, Quebec, New Brunswick, Prince Edward Island and Nova Scotia now issue certificates. Alberta,

Saskatchewan and Newfoundland don't have any regulations in this matter but are expected to introduce legislation in the near future, Boucher says.

Employees requiring training in the refuelling or servicing of propane vehicles should be trained by private firms until CSC has its own certified trainers, Boucher says.

These employees include all propane vehicle operators who fuel their own vehicles, employees involved in the bulk storage of propane, and mechanics and other staff who service these vehicles. Inmates servicing these vehicles also fall under the policy, Boucher notes.



Host department United Way managers discuss campaign with CSC representatives. From the left: Stu Conger (Employment and Immigration), Ted Pender (CSC campaign coordinator), Commissioner Yeomans, France Myre (CSC assistant campaign coordinator) and Fergus Thompson (Employment and Immigration).

It's up to us!

United Way 1983 Campaign kickoff

The Public Service's 1983 United Way campaign was launched in Ottawa/Hull Sept. 19/20 where this year's goal for the 107 federal departments and agencies and 103,000 public servants is over \$3 million. That's a far cry from the \$166,000 raised in 1954, when the Public Service Division of United Way was officially established.

This year the host department is Employment and Immigration Canada, and the Public Service campaign chairman is that department's Deputy Minister, **Gaétan Lussier**. (CSC was host department in 1981, a year the public service achieved 105 per cent of its goal.)

The Service's goal is \$25,560 this year, and based upon previous United Way Appeals, CSC canvassers at NHQ are emphasizing the payroll deduction plan for two reasons: Staff can budget their donations; most prefer and find it easier to give a larger donation in smaller amounts per paycheque.

Last year's facts bear them out. The average cash gift in the public service was \$22.21. But the average payroll donation through payroll deduction for the year was \$64.07 — only \$2.46 per pay but almost three times the cash amount. About 41,000 public servants chose the payroll method.

The canvassers add, however, they'll take any monetary pledge, including post-dated cheques.



Public Service
United Way Campaign

Take a moment to reflect and consider that four dollars every two weeks next year will buy two years of transportation for a handicapped senior citizen to and from a Good Companions Centre. It buys two months of Big Brother or Big Sister companionship for a child. It also would provide 2½ hours of professional family counselling to help keep families together.

United Way doesn't fund 100 per cent of any agency and requires only about 10 per cent of its campaign funds for its own year-round administration. It doesn't allocate funds to major capital expenses or property acquisitions.

United Way funding is made to agencies in the same area that the money is raised. This applies across CSC's five regions.

United Way's theme this year: "It's up to us!" It has special meaning for Public Servants when one considers that 41 per cent of the \$6¼ million United Way hopes to raise in Ottawa-Carleton is targeted from the Public Service. In Western Quebec, where United Way is trying to raise a total \$610,000, public servants have the goal of reaching no less than 68 per cent of that amount.

ACA's 113th Congress of Correction

The Correctional Service of Canada sent a 22-person delegation to Chicago, for the information-packed 113th Congress of Correction, August 7-11. The 11,000-member American Correctional Association (ACA) event, according to Canadian delegates later interviewed by *Let's Talk*, was an outstanding success. "In one session on offender classification," said one CSC delegate, "staff from the Missouri State Penitentiary classification system explained how they were going through virtually the same hoops and changes we've just finished with and are revamping to get people to accept the new system."

The delegate said the states of Michigan, Illinois, North Carolina and Iowa have developed new parole release criteria enabling them to inform state parole boards where the offender fits on a probability (of success/failure) scale.

"CSC isn't new at a number of classification methods we're now following. We're all working towards these things," he said. Overall, there is now probably no problem exchanging corrections technology, with only minor changes such as in legal differences, throughout North America."

The ACA Congress was replete with business meetings of more than a dozen associations and groups, social events, tours of local correctional facilities, private sector exhibits, a corrections film festival, and major and supporting sessions on topics including **Correctional Leadership Needs: Doing More with Less in the Management of Resource Scarcity**; and **Private Industry vs. Correctional Industries: Can the Conflict Be Resolved?**

The American Association of Correctional Officers (AAO), for example, sponsored a supporting session entitled **Contemporary Corrections Officer: The Advent of a New Professional**.

The AAO also held its first national conference in Chicago just prior to the ACA Congress, as did the International Halfway House Association (IHHA), to allow their delegates to take advantage of the Congress and its information.

Requests for the *Proceedings of the 113th Congress of Correction* may be made to the American Correctional Association, 4321 Hartwick Road, College Park, Maryland 20740: (301) 699-7600.

Let's Talk about PEOPLE

Chicago's Elliott Ness, played by **Robert Stack** in the old television series *The Untouchables*, would surely have taken the night off to attend the American Correctional Association Congress of Correction's "Roaring 20s" awards dinner and dance, when Congress delegates dressed and danced for the bygone era, to the sound of a big band but not tommyguns, in his town on the evening of Aug. 10, 1983. Commissioner and Mrs. **Kay Yeomans** were also right on the mark — they captured first prize in the "Flappers" category for best costume. It was also reported there was more "jazz and ballyhoo" at the annual event than rumble seats. Prohibition laws were, however, prohibited.

NHQ's **Louise Dubois**, has left the position of chief, correspondence control and standards with the Executive Secretary Division to assume new functions as staffing officer in the staffing section of Personnel Division. **Alan Sierolawski** is acting in her former position.

Let's Talk apologizes to former Stony Mountain Institution warden, **George Tegman**, for misspelling his name in the July 30th edition. Tegman is now regional director, institutional programs, Ontario Ministry of Correctional Services, Sudbury.

On August 7, 1983, the director of Citizen Participation at NHQ, **Louis Zeitoun**, received one of the 1983 Meritorious Service Awards presented by the IHHA (International Halfway House Association) during its annual convention held in Chicago. Zeitoun became a member of the IHHA in 1976 and was appointed vice-president, Canada (Public Sector) the same year. Now a resource person of the association, he has been working towards the development of Canadian representation in the Association. He worked for the creation by the IHHA in 1981 of five Canadian regions and the election in June 1982 of five Canadian vice-presidents. He was also responsible in helping the IHHA being granted a "consultative status" as a Non-Government Organization by the U.N. in 1982.

Willie Gibbs, director, evaluation and special projects at NHQ had the pleasure of escorting **Liu Qun**, division chief, bureau of re-education, Department of Justice of the People's Republic of China on a tour of Joyceville and Pittsburg institutions Aug. 31, providing the distinguished visitor with information on inmate living and dining facilities through an interpreter, **Hong Zhenming**. The visitors were delegates to the 2nd World Congress on Prison Health Care, held in Ottawa, Aug. 28-31.

Acting Springhill Institution Warden, **Neil Corcoran**, was Master of Ceremonies at a combined awards ceremony Aug. 12 in Springhill, to honor 15 current and former CSC employees for long service. Regional Deputy Commissioner **Robert Clark** presented Long Service Awards or retirement certificates to **Eldred Melanson**, **Jerry Wood**, **Earl Lees**, **Kenneth Bigelow**, **William Reid**, **Lorne Winters**, **Ralston Brayley**, **Lois Booth**, **Hilton C. Nelson**, **Ernest Spence**, **John Bourgeois**, **Harry Munroe**, **Frederick Rolfe**, **Bigelow Hunter**, and **Arthur R. Madison**.



It was a great day for a walk (or run), all 400 kilometres of it. Over 100 CSC staff walked and ran in the Operation Courage marathon, to raise \$8,000-\$10,000 for crippled children. Ottawa, Ontario and Quebec staff all participated. Above, Ontario RMC Dennis Curtis and Diane Ross at NHQ Communications complete the Ottawa to Hull first leg.

• See Page 3

Public's eye caught Quebec EXPO

By Gaston Pelletier
RMC Quebec Region

QUEBEC — Some staff said it was due to the nice summer we had, others referred to the quality of Expo Quebec itself. Nevertheless, this year's CSC exhibit was a fantastic success.

It was the third time the Service participated in the provincial exhibition; and its booth has never interested the public as it did this year. As much as we went unnoticed last year, we stole the show this year.

Like a magnet, the large model of Drummond Institution attracted those entering the Canadian Government pavillion. More than 20,000 visitors stopped to look at the model and offer comments such as, "Look at the small cars Mom!"

Then parents, grandparents, big sister or aunt and uncle would come in for a closer look and ask questions of Quebec Region staff, who would diligently reply.

Many people at first thought the model was of a new recreational complex, having noticed the ball diamond. They were surprised to learn it depicted a new penitentiary.

"Is it the Donnacona model?" asked one young lady from Portneuf County. "Can we find employment there?" another visitor queried. At least 100 visitors asked whether CSC would exhibit a model of Donnacona Institution next year. We said we would, sensing an opportunity to inform the people about the CSC.

Donnacona is being built just west of Quebec City. The only prison most Quebec City residents are aware of, the provincial Orsainville Prison, is in Quebec's suburbs.

The booth was staffed by the Quebec City Parole Office, Benoît XV Community Correction Centre and Communications, assisted by two CX monitors from the Laval Campus of the National Correctional Staff College, Gilles Lavoie and Jean-Paul Pomerleau.

Security in the computer age

National Security Conference

Security in the computer age was the theme for the 60 security managers from across CSC, meeting in Ottawa for a conference Aug. 30 - Sept. 2. Ironically, the conference couldn't get the microcomputer it wanted, installed in the convention lobby of the Lester B. Pearson Building. Coordinator **Howard Mansfield**: "To our dismay, they assured us such an installation was technically impossible!"

That didn't bother the security heads, however. With an agenda developed largely from the field, Mansfield explains, the conference turned out to be the best yet.

"Any barriers which had existed between the regions in the past are now removed," Mansfield notes. Formal resolutions were proposed, vetted by a sub-committee, and sent forward for close attention from a policy standpoint.

Major discussions were held on crisis management training, the use of closed-circuit television in institutions, automated systems including the management information system, changes to the budgeting process, and reducing violence in the institutions.

"Everyone particularly enjoyed the panel discussion with the deputy commissioner of Offender Programs and director general of Education, Training and Employment," says Mansfield. "It clearly drew out the reasons why we in security can't work in isolation from these or any other branch."

Pacific Regional Manager of Security, **Dragan Cernetic**, described a computer system he has developed for the control of training time and other systems dealing with branch administration needs.

Also included was a plenary session on stress, led by Professor **Maurice Jetté**, of the University of Ottawa.



Prof. Maurice Jetté
Gave talk on stress

Social skills would help rapists, molesters

Queen's University, Kingston doctoral student **Zindel V. Segal** has concluded in his thesis that "some rapists could clearly benefit from a skills-training approach as part of their overall treatment package."

Segal wrote the thesis for Queen's University clinical psychologist **Bill Marshall**, who is researching sexual deviation.

Less than 20 per cent of rapists, Segal states, are very dangerous or sadistic, getting sexual arousal from causing pain and humiliation rather than sex itself. At the same time, he says, both rapists and child molesters have poorer social skills than average men in beginning and sustaining conversations with women they don't know. Segal interviewed 100 men and video-taped them during hypothetical conversations with women. The men included both rapists and child molesters from Kingston Penitentiary, compared with non-sex offenders and citizens at both ends of the socio-economic scale.

Courage and professional judgment

LU Supervisor **Raymond Gawryluk** received the *Commissioner's Citation for Bravery*. He responded immediately by entering the fight and removing a weapon from an attacking inmate, and rescued one victim with assistance from LU Officer **Allister Patterson**.

LUOs **Patterson**, **Morris Berthelette** and **Donald Kamins** each received the *Commissioner's Citation for Meritorious Service*, having "demonstrated courage and sound professional judgment" in joining Gawryluk to rescue both victims.



From left: Gawryluk, Patterson, Kamins, Berthelette

Suicide study begins

ATLANTIC — A five member group under the direction of Dr. **Harry Botterell**, retired Queen's University dean of medicine, is looking into a sharp increase this year in suicides among Atlantic Region inmates.

At time of writing, Dorchester and Springhill institutions each had had three suicides while Westmorland had had one; a total of seven inmates. Prior to 1983, the region had an average suicide rate of one per year.

The independent study group has

"very detailed terms of reference" on what they will be looking for, notes Atlantic Regional Manager of Communications **Art Robson**. All enquiries should be directed to Robson.

Overall, the group will examine and investigate suicides in the region during this calendar year, contribute to CSC's understanding of suicide and its causes, and make recommendations regarding actions which may be taken by the Service to prevent them.

Sask Pen lures movie producer

The executive director of the Japan Movie Academician visited Prince Albert and Saskatchewan Penitentiary Warden **Jim O'Sullivan** to discuss making the 300th episode of the hour-long *Seven Detectives*.

Tai Takahashi's 100th show was celebrated with an episode shot in Australia, his 200th in the Canadian Rockies. The show is seen Fridays in Tokyo on Fuji Television Network and has been on the air 255 weeks. It is but one of Takahashi's film interests.

O'Sullivan and Takahashi became friends a few years ago in San Diego; the warden, a judo instructor, spoke

of the sport with one of Takahashi's sons and the friendship has evolved since.

According to the Prince Albert *Daily Herald*, a "shoot-out" in prison is what Takahashi would like to create for the show. "It's news to me," O'Sullivan told the Herald. With approval however, he believes the production could be arranged. Commercial films have been made in other Canadian institutions in the past. Takahashi's busy visit Aug. 31 included a tour of the institution, and meetings with the Chamber of Commerce and mayor of Prince Albert.

Pitt Lake program "on hold"

PACIFIC — *Let's Talk* has just learned that the Pitt Lake Paid Work Forestry Program for day parolees in the Pacific Region is now "on hold". A story on the Pitt lake program, a joint venture between the parole arm of CSC and the B.C. Forestry Service, appeared in the Sept. 30 edition of *Let's Talk*. However, Aug. 31, as a result of cutbacks in the recent budget of the B.C. Provincial Government, supervisory staff provided to CSC by the B.C. Forestry Service were laid off. The Pitt Lake program was "in its sixth successful year," said **Norm Baker**, Pacific RHQ. "We're looking at ways and means now to get the program rolling again."

4 Stony Mountain staff honored for bravery

PRAIRIES — Four Stony Mountain Institution living unit staff were awarded *Commissioner's Citations* by Senior Deputy Commissioner **Roma Bertrand** Sept. 22.

The LUOs received the awards for their actions in breaking through a group of about 30 inmates attacking two new inmates on July 21 this year.

Ten bad reasons to avoid a computer Computerphobia!

From an article by First Draft, a Dallas organization specializing in employee communications.

I might break it. Yes, you might, if you take a sledgehammer to it. Day-to-day use doesn't break a computer, however, any more than it breaks a telephone or a typewriter. Sure, a computer needs servicing once in a while, but so does your car — a computerized machine. And even if you do break it, it's covered by CSC service contracts.

I can't type very fast. Ignoring the fact that a desktop computer can actually teach you to type, will you admit to typing at least as well as the four-year-olds now using computers? So much for that excuse.

While touch-typing skills will help you make better use of some computer functions, others are as easy as using a calculator-type number keypad, or even touching a wand to the screen. Regardless, typing mistakes are corrected more easily on a computer than a regular typewriter.

I'm no math whiz. Actually, that's a good reason to use a computer: let it do calculations for you. While computers a decade ago demanded mathematically minded operators, today those math whizzes can program — direct — your computer to work with you in plain language.

I want to work with humans, not machines. A computer doesn't automatically cut you off from other people. In fact, since a computer's main attribute is its ability to do things very fast, it may save you time for other things — including working with people. Besides, a computer isn't a substitute for a person. It's a tool, like a wrench or a station wagon. And it's up to you to use a computer for effective organization instead of obsessive regimentation.

I'd rather avoid the health hazards computers cause to eyes. The (U.S.) National Research Council found no evidence that simply gazing at a computer terminal will cause excessive eye strain or disease like cataracts. That doesn't mean your eyes won't get tired after hours of viewing computer-generated characters on a display terminal. Reasons for strain are being recognized and reduced by specialists called ergonomists. They design ways to reduce glare, control brightness, and adjust angles of machinery and chairs. About 3,500 of these specialists make up the Human Factors Society, a professional association that is growing by 15 per cent a year.

I don't want to have to learn a new language. Which new language concerns you — the jargon computerists use, or programming languages like BASIC, Pascal or Fortran? In either case, you have no cause for worry. Programming languages are for programmers, the people who "teach" computers what to do. You don't have to know them to operate a computer. As for the jargon, don't let this verbal shorthand intimidate you. For one thing, most people who use it probably learned it a month or two ago — microcomputers are still quite new. Next time someone drops a term on you, like "RAM buffer" or "pixel," turn the tables. Ask the person to explain in common words just what is meant. You'll feel a surge of confidence hearing the so-called computer expert fumble for words.

I'll wait until computers are user-friendly. See you're already using computer jargon yourself. Realize, however, that today's computers are not unfriendly, but simply that computer companies are striving for even more ease of use as they seek new customers. Computers are past the era of needing endless codes and numbers. Today's microcomputers use the same words we do.



Illustration: Pierre Champoux

I don't have time to sift through all the print-outs computers give. It's true computers can generate more information than we'd ever want. We've all seen piles of green and white computer paper that data processors generate. But the advantage of using a computer yourself is letting the machine do the sifting for you. You can tell it what's important to you, and it will search its vast memory to provide what you need in seconds. In today's world, there is an overload of information, creating a need for efficient handling of this information — the perfect job for a computer.

I can't trust it with the important things. Yes, it's disconcerting to see your hard work vanish from the computer screen. But it isn't gone. The computer has filed it. You can always make a paper copy, hold it and touch it, then file it in your file cabinet. But it won't take long before your recognize that it's easier and quicker to retrieve a document from the computer than from the file cabinet.

I don't want to look dumb. Everyone knows so-called computer errors are really people errors, because computers only do what people tell them to do. Your fear is that if you tell a computer to do something incorrectly, people will question your competence. Actually, since microcomputers are so new, only a small percentage of all workers in CSC and most organizations use or understand them.

Who's going to know if the computer screen flashes ERROR at you? Simply check the manual, fix the mistake, and go on. In every case, whether you are in a CSC training program, or work for personnel, offender programs, security, information services or finance, there is instruction in their use. Anyone can learn to use one . . . and with a day or two of practice, they can be a marvellous tool.

From data processing and word processing, to finance and inmate training, desktop computers are spreading throughout CSC. (See *Let's Talk* June 30, Page 1; June 15, Page 2; May 15, Page 1; and, April 30, 1983, Page 2.)

Effects of long prison terms require more study, World Congress told

No one knows for sure what the effects of long-term imprisonment are because studies done on the subject are "flimsy," **Richard Zubrycki**, chairman of the Ministry of the Solicitor General committee researching the subject told 2nd World Congress delegates there is no evidence that inmates serving the 25-year sentence before parole eligibility, become violent, apathetic or despondent.

Studies on the over 200 inmates now serving 25-year sentences in federal prisons indicate that most long-termers cause no more behavioral problems than those serving shorter terms.

CSC is concerned about the effect of the growing number of inmates serving the 25-year sentence resulting from the 1976 abolition of the death penalty. Although the murder rate has dropped every year since 1975, CSC expects to have more than 1,000 inmates serving the minimum 25 years before parole eligibility by the year 2000, says Zubrycki.

Sentence length doesn't correlate to depression or violence, according to studies done by **Bill Palmer**, a psychiatrist at Warkworth Institution in Ontario, who runs a program for "Life Servers." In fact, Palmer said, it's the prisoners' own attitude to themselves and to life that correlates highly to their ability to get along in prison.

Warkworth program

How you cope is what counts, he said. Older and more educated inmates adapt better; depressed prisoners with low esteem and poor expectations get worse; people who coped badly before entering prison, cope badly in prison.

Coping techniques need to be developed to reverse this, Palmer submitted.

At Warkworth Institution, long-termers have been grouped into life-serving units which have been very successful because of the social

support inmates give each other. They call their cells "houses — not drums," he says.

The Life Servers group has developed a sophisticated understanding of long-termers' emotional problems. Newcomers, for example, have difficulty facing the fact they have been convicted of murder, and it may take several appeals and several years before they settle down for the long haul.

Life servers, Palmer explained, can stabilize a prison because they want to serve their sentences in a quiet, well-run environment. They develop friendships, help each other, and share their coping skills.

To serve a long sentence you need group support, hope, and the sense of progress provided by family visiting, temporary absences, unescorted temporary absences, leading up to residence in a minimum-security setting, he said.

Palmer also said lifers serving the 25-year sentence should focus on

becoming eligible for a judicial review after 15 years.

Not longer than 10 years

Dr. George Scott, a former medical director of the Kingston Penitentiary psychiatric centre and, since his retirement a consultant, told delegates there is indeed a prison stress syndrome which can cause destructive and/or impulsive behavior, sleeplessness, intolerance of others, apathy and paranoia. He believes sentences longer than 10 years cause "institutionalization" and interfere with successful reentry into society.

People in prisons frequently develop a super sensitivity to normal stresses which can result in self-mutilation, suicide, dwelling on disappointments, rage at staff and deteriorating hygiene.

Inmates can become so traumatized that they appear to feel no pain when they mutilate themselves. They seem in fact to "feel better," he said.

Management Tips: Getting along with people

The ability to get along with people depends on traditional management skills like communication, leadership and delegation.

Here are some exercises to strengthen your interpersonal skills:

- Concentrate on listening to facts and perceiving emotions. Respond with input, suggestions, reactions.
- Keep staff informed at regular meetings.
- Pay attention to the way people work. Focus on each individual's strengths, and let them know you appreciate their efforts.
- Practice sharing responsibility with your employees.

HAVE YOU
CONTRIBUTED YET?



No sign of AIDS in CSC institutions

CSC's institutions have so far been spared the dangers posed by AIDS (the Acquired Immune Deficiency Syndrome) but health care is watching closely. Director General **Dr. Dan Craigen** said during the Second World Congress on Prison Health Care.

Dr. Craigen said weekly reports are made to ensure no cases of the deadly illness have appeared.

"AIDS is something we have to watch for, both from the point of view of homosexuality and from the fact that, particularly in British Columbia, a number of inmates are drug addicts," he said.

The director general added there is no need for isolating existing inmate-patients, nor for any panic.

lets talk

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Rick Blanchard
Editor

Erik Gustafsson
Staff photographer

**CSC has the
right staff**

He shoots, he scores!

By Joyceville Staff

ONTARIO — Joyceville Institution staff are hockey conscious. Besides the avid participation of many in the institutional leagues, our interest extends to the big leagues. It is unusual to find famous people coming from the same source but we have it here! Four parents of NHL players are at Joyceville Institution or recently transferred.

Just recently, **Doug Gilmour**, last year with the Cornwall Royals, signed a 3-year contract with the St. Louis Blues. His proud mother is **Dolly Gilmour**, administration clerk at Joyceville and proud father is **Don Gilmour**, Kingston Penitentiary. Dolly and Don must divide their attention this season, however, because their son-in-law, **Neil Belland**, stars as defenceman with the Vancouver Canucks.

Dolly's and Don's other son **David** played in the World Hockey League. We hear a new player joined the family, born on August 7, 1983. Congratulations Dolly and Don. With your guidance, we will hear about little **Jason Belland** on the ice in just a few years.

Another name on the St. Louis lineup is **Ryk Wilson**. Ryk played with the Kingston Canadians before signing as defence with the St. Louis Blues. Ryk's proud dad is **Wink Wilson**, head, social development. Looks like Wink's attention is directed to sports at home and on the job.

Wink himself played with the Detroit Red Wings in the Western League and he recently saw his young son, **David**, off to Houghton, Michigan to start a term with Michigan Tech on a hockey scholarship.

Scottie Arniel is a young man making his niche with the Winnipeg Jets as left wing. Scottie played with the Cornwall Royals prior to this.

Scottie's father, **Doug Arniel**, is Stores Officer at Joyceville Institution. Scottie is fortunate in getting good advice from Doug who himself played local hockey. Doug's other son, **Steven**, was Captain of the Queen's University Hockey Team one winter and returns again this semester. We hope to see Steven on the ice once more.

Scottie and Doug supported Cornwall together and now Doug and Ryk will battle their opponents together in the big league.

One other player with Cornwall was goalie **Brian Abrams**, son of **Wayne Abrams**, CX, who was at Joyceville prior to transferring to Kingston Penitentiary. Unfortunately for hockey, and fortunately for The Correctional Service of Canada, Brian opted to become a member of the Royal Canadian Mounted Police.

Quite impressive eh? Good luck guys. Our hats are tipped to your parents.



Don Pyke, Joe Tavares, Mary Dawson, Dennis Halsall and Frank Norwood in Kingston.

Photo: Karl Niemann



Quebec team runners on the Ottawa-Hull leg.

Operation Courage

Busloads of peace officers and other CSC staff, all primed up and determined, converged on Ottawa at dawn Sept. 11 to run/walk in the Operation Courage marathon. It's held annually for the benefit of physically-handicapped children in Ontario and Quebec.

This year the run collected between \$8,000 and \$10,000, estimated Ontario organiser **Dennis Halsall**, Joyceville correctional officer.

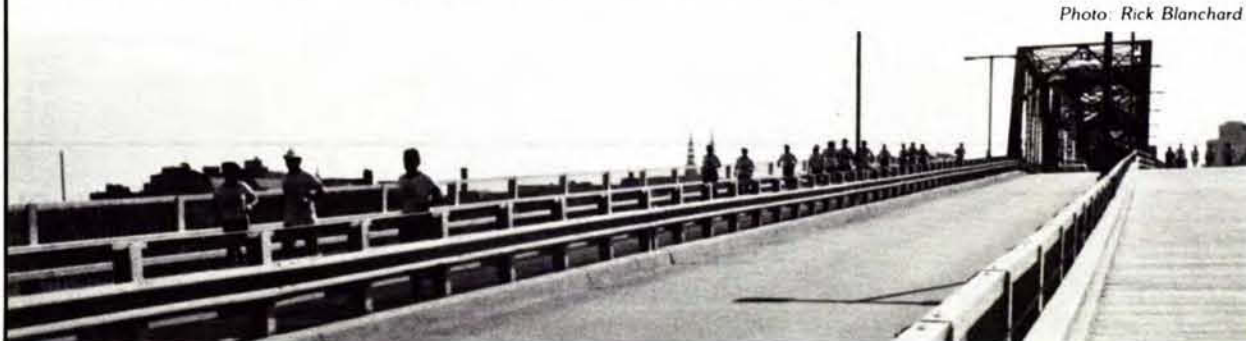
A hundred and eleven runners and walkers came from Laval, Kingston and Warkworth to the starting line in front of the Ottawa City Hall for the third annual event which has raised more than \$16,000 in the last two years. Nine teams

participated in relays in the 400-km marathon which set off at 10.20 a.m.

Prior to the start, a memorial plaque was presented to Mayor **Marion Dewar** at City Hall.

CSC staff proceeded (at a walk or a run) to Hull City Hall where another presentation was made to the City's mayor. From Hull, the Quebec team started the first leg which ended in Laval, and the Ontario team headed for Kingston via Smiths Falls. Each runner/walker signed up sponsors for the kilometers they completed.

All in all, said Halsall, it was a great event, and getting more fun each year.



Runners pass walkers (right background) on Interprovincial Bridge in Ottawa to Hull stretch.

Photo: Rick Blanchard



Dominic Pritchard, NCSC instructor warming up before run.

Volunteer work: A practical idea for ex-offenders

By Muriel Bédard
Communications Division

QUEBEC — Metropolitan Montreal District has been taking a serious look at volunteer community work as a structured program for ex-offenders trying to return to the job market after a lengthy absence.

This new approach has three goals:

- To increase alternatives for parolees
- To give them a chance to obtain experience and good work habits
- To provide the ex-inmate with moral support while job hunting

District Director **Guy Villeneuve** says the high rate of unemployment prompted the District to offer the ex-offenders more volunteer work. First, it combats discouragement experienced by Community Correctional Centre residents who are looking for work.

But there are a number of significant side benefits, he says. One important aspect of volunteer work, according to Community Resources Officer **Jacques Racicot**, is the fact that society's image of the ex-offender changes as the number of positive contacts increases. People begin to realize that far from all inmates are sick, or dangerous killers.

As the community's opinion improves, the resident's own self-image begins to change. Racicot says it is surprising how many inmates return from volunteer work saying they have discovered, for the first time, what it means to be useful to someone.

The improvement in self-image has considerable impact on the ex-offender's personality, he says. So much so it is now seen to effectively discourage criminal instincts.

Racicot notes it is the joy and gratitude expressed by those whom

the volunteer helps which reward the ex-inmate.

Villeneuve adds that contact with the underprivileged has also had an impact. The ex-inmate learns he isn't the only one with problems and, in fact, there are others worse off than he is.

Some inmates may claim it is society's fault they turned to crime. Villeneuve offers. But when they meet a paraplegic, or an elderly person who hasn't had a visit for three years, it makes them start to think.

For those with limited social skills, volunteer work is also providing a chance for social contact outside the prison environment. It's a means of creating a new circle of acquaintances and friends, the district director notes.

Volunteer work performed by a Community Correctional Centre resident has a profound effect on him since it is his choice, freely made from

a number of options: job hunting, family visiting, volunteer work, joining drinking partners or strolling along St. Catherine Street. A recent poll in the district has shown that over 65 per cent of parolees currently unemployed said they would do volunteer work on a regular basis.

Volunteer services offered to the community are designed to meet the CCC's clients' needs, and are geared to their personal attitudes and abilities, Racicot explains. Four or five volunteer agencies in Greater Montreal are working with the district in this.

The Champagnat Centre school for the handicapped has agreed, for example, to use the services of two or three volunteers drawn from various CCCs in the city. Since beginning, the school has benefitted from between 400 and 500 volunteer-days of help.



Kent Angels Fastball Team

The Kent Angels Fastball team finished a stunning second place in the Agassiz Recreational Men's League in its first year. Living Unit and Security staff comprise the team, which entered the league as a newly formed team for the 1983 season. Other teams and fans were astonished with the Angels' performance and outstanding calibre of play. The Angels have even bigger plans for the next season and should be the team to watch out for. Go for it! The team thanks Warden **John Stonoski** and the Kent Social and Athletic Club for their support. From the left: standing — **Dan Jackson, Bill McKenzie, Paul Smith, Bob Wood, Gerry Gaultier, Bob St. Louis** and **Bill Eady**; front — **Gord Green, Bob Gerring, Leslie Pennell, Bill Kynar, Jim Marshall, Mark Schmutz** and **Al Crowe**. Absent: **Rod Buehler, Bob Chartier, Jim Cowie** and **Harry Lavallee**.



Parole Officer **Dennis Ternes** (left) presents **Keith Wright** with an "official release" from the Edmonton office.

Edmonton District staff gathered to bid a fond farewell to District Director **Keith Wright**, August 11. Keith begins a two-year executive interchange as a professor, School of Social Work, University of Alberta. Among the presentations to Keith was an "official" parole certificate, from Parole Officer **Dennis Ternes**. It's a "release" from Edmonton Office, expires in two years, and contains several "special conditions".

Hon. **Ray Hnatyshyn** (PC — Saskatoon West), former energy minister in the government of **Joe Clark**, has been appointed Official Opposition critic respecting the Ministry of the Solicitor General. Hnatyshyn (the first "H" is silent), is a lawyer, member of the justice and legal affairs committee and has served as minister of state for science and technology.

Pat Copp returned to Bowden Institution June 7 to be presented with a *Long Service Medallion*, by Prairies Deputy Commissioner **Jim Phelps**. Pat began serving his country with the Princess Patricia Canadian Light Infantry in 1944, and on retiring from the army in 1967 joined the then-provincial Bowden Institution as a correctional officer.

Let's Talk about PEOPLE

Three new community board members appointed Sept. 13 in the NPB's Quebec Region are **Nicole Brisebois**, **Giuseppe Manno** and **Louis Allard**.

Inspector General **Jack Rankin** has announced the appointment of **Robert Castagne**, formerly of the Ministry Secretariat, to the position of chief, personnel and administrative audit (staffing) at NHQ, effective Sept. 12.

"A touch of Klassy"

Prison for Women Supervisor of Recreation **Dorothy (Klassy) Klassen** received a salute from her many friends at a retirement party in her honor in Kingston Aug. 5. Klassy, who began as a CX-1 at Matsqui Institution in 1966, plans to remain active in retirement, beginning with a trip to England. With the cooperation of her daughter, **Penny**, staff put together a slide presentation which commenced with Klassy as a young mother and progressed through her corrections career. She was voted *Officer of the Year* at the Prison for Women for her work during 1982. She was well liked by the inmate population, who showed their appreciation by throwing a party and presenting her with a hand-painted, embroidered apron.



Dorothy Klassen

For those of you who have never mastered the "Vaivada" in our Ontario Region correspondent **Chris Vaivada's** byline, Chris has changed her byline. She and **Keith Nicholson**, of Kingston, exchanged marriage vows Sept. 17 in a Queen's University Chapel service, before the university's new chaplain, **Brian Yealland**, formerly Ontario regional manager of offender programs. . . . Another byline will disappear, in this case entirely, from these pages after this edition, when **Rick Blanchard** leaves to join a private firm in Ottawa. He has been with Communications Branch at NHQ for three years and has edited *Let's Talk* since the beginning of 1983. **Helen Gooderham** will take over until a new editor is appointed.



Chris Vaivada

Quebec Regional Executive Officer **Jean-Claude Perron** has been elected vice-president of the American Parole and Probation Association (APPA), at the association's annual conference in Niagara Falls, Sept. 18-21.

John Vandoremalen was back at his desk Sept. 6 as Chief of Publications in the Communications Branch after successfully completing his French language training.



"Having a good time; wish you were here . . ."

ONTARIO — A colorful postcard, reproduced at left, was found in a Kingston drugstore recently. Its caption describes: "Kingston Penitentiary . . . Built in 1885, this is one of Canada's oldest and most notable maximum security institutions. It has been renamed *Portsmouth Community Correctional Centre*." Our sender quips to *Let's Talk*, Kingston really is a tourist attraction; but KP was completed in the early 1840s, and is still KP.

From a speech by Minister on role of psychology in crim. justice

The following excerpts are from notes for a speech by Solicitor General **Bob Kaplan** to the Canadian Psychological Association in Winnipeg, Man., June 10, 1983.

On research & predicting dangerousness

" . . . The use of research for policy decisions or institutional reform presents a unique set of problems. In the Ministry, we often are confronted with what seems to be a paralyzing set of contradictory information. How does one use such contradictory evidence?

"Let me offer an example. One of my primary concerns at the moment is the handling and treatment of dangerous offenders. Some diagnostic specialists argue that procedures for identifying dangerousness can be developed. Some social scientists maintain that research on individual backgrounds can also be helpful. There is another school of thought, however, which has concluded that the notion of dangerousness is more myth than reality, and that prediction of dangerous behavior is impossible.

"I place this conflict in the context of common-sense observations by police, judges and prison staff who frankly and consistently insist that, from their own experience, they can tell which offenders have a potential to be dangerous and which do not. We know the inherent deficiencies of the diagnostic tools and the problem of over-prediction. What we need to know is how better to limit the margin of error associated with our current effort . . .

On training

" . . . I see value in providing training for psychologists to work in correctional and law enforcement settings. As an example of the results of the current lack of available training, a survey of federal correctional psychologists in one of our regions recently found that 23 per cent of those surveyed had no prior academic training or occupational background in criminal justice work. Of those who had such training or experience, only 15 per cent received it as a result of academic requirements. The remainder benefited through previous occupational experience or summer work.

"I would encourage psychology departments to foster the teaching of courses relevant to criminal justice, even if that means that experienced scholars from outside academe must do the teaching."

Your job

Did you know that job descriptions have many uses besides being used to determine the classification level of your position? Other major uses of job descriptions are to assist in developing statements of qualifications for the staffing of positions, to identify employee training needs, to appraise employees against assigned duties, to study work procedures and initiate work or organizational improvements. You can obtain more information on this subject from your regional chief of classification or NHQ classification officers.

Interaction newsletter discontinued

Interaction, the newsletter for CSC managers and supervisors, has been discontinued. *Let's Talk* has learned. It will be replaced by a twice-a-month memorandum for managers which will provide more detailed coverage of policy changes and upcoming projects. Further details in a future issue of *Let's Talk*.

Briefs

B.C. crime prevention magazine

The British Columbia Crime Prevention Association has launched a new magazine for crime prevention practitioners in B.C. and nationally. *Prevention's* first edition, in a two-color, unilingual English format, is introduced by Solicitor General **Bob Kaplan** and B.C. Attorney General **Brian Smith**, whose departments are assisting financially. It will publish six times a year. Subscription information may be obtained from the **British Columbia Crime Prevention Association, Room 133, Blake Hall, Justice Institute, 4180 West 4th Avenue, Vancouver, B.C., V6R 9Z9**.

National Crime Prevention Week

Prevention, the B.C. Crime Prevention Association magazine, notes November 27 - December 2 will be National Crime Prevention Week throughout Canada.

CSC Chaplains meet October 17-20

Native spirituality, new religions in our society and human rights are among the workshop topics to be discussed by CSC chaplains at their national conference in Ottawa October 17-20.

International Law Enforcement Stress Association

Stress kills more law enforcement officers throughout the world than do criminals, notes The International Law Enforcement Stress Association (ILESA). Stress, an occupational hazard of this profession, can be reduced and sometimes eliminated by carefully structured programs. ILESA was founded to unite police, criminal justice agencies and other concerned organizations and individuals in the common cause of dealing with the problem. It publishes *Police Stress*, a magazine dedicated to law enforcement officers throughout the world. To apply, send your name, position, agency name, address and telephone number to: **ILESA Membership Application, International Law Enforcement Stress Association, P.O. Box 156, Mattapan, Massachusetts, U.S.A. 02126**.

Let's Get it Straight!

MONTÉE ST-FRANÇOIS — *Let's Talk* incorrectly changed the name of Montée St-François institution in Quebec Region to Mount St. Francis. Sorry about that. An over-enthusiastic translator perhaps. It also turns out that there is no precise English translation for the word *montée* which means, not a mount, but a road that runs at right angles from the St. Lawrence River. The early roads running parallel from the river are called *rangs*.

CORRECTIONS TO AN ACCREDITATION STORY IN THE SEPT. 30 ISSUE — It is the U.S. Commission on Accreditation for Corrections — not the Inspector General's Branch — which will conduct a policy and procedure audit at NHQ early in the new year. Also, CSC branches will continue providing documentation to comply with Commission standards. Accredited facilities will also report annually on compliance levels.

Memorial plaque for peace officers unveiled at annual Service



CSC senior officers march from the Supreme Court to Parliament Hill, Ottawa.

The Correctional Service of Canada's participation in the Sixth Annual Memorial Service for prison guards and police officers slain while on duty, has more than doubled since last year. About 140 CSC correctional officers and non-uniformed staff marched from the Supreme Court to Parliament Hill Sept. 25 for the 11 a.m. memorial service attended by about 600.

The Service's contingents from Quebec and Ontario regions were bolstered by new recruits from the Kingston and Laval Staff Induction Centres. The turnout of uniformed officers was "exceptionally good — they looked very professional," said a senior CSC official.

Highlight of the Memorial Service was the unveiling by Senior Deputy Commissioner **Roma Bertrand** and Ottawa Police Chief **Tom Welsh** of a memorial plaque honoring CSC staff and police killed on duty. The Police Chief then presented the plaque to Solicitor General **Bob Kaplan** for "safekeeping, and next year, permanent placement in an appropriate location in the East Block of the Parliament Buildings."

It is expected that the memorial plaque will be in place by 1984. Beneath it will be a memorial book listing the names of all slain peace officers, said the Solicitor General. The memorial book will contain the names of 22 CSC staff. The most recent officer to die in the line of duty is **Serge Delorme**, a CX-2, killed April 22, 1983, at Archambault Institution in Quebec.

After the one-hour ceremony, a reception hosted by the Solicitor General was held in the Centre Block of Parliament for police and correctional staff, and guests. About 1,000 attended.

lets

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Vol. 8 No. 19
October 30, 1983

Inspector General Wrenshall retires

— after implementing one of the most effective internal audit units in government

• See page 4, "People"

Day parole for the birds?

By Carole Allen

What did you say? Full parole from Collins Bay! Rare happening, but, this little fellow was paroled to a day bird sanctuary after serving two days on his life sentence.

Hawk was named by **Nick Janzic** — an inmate on this writer's caseload who found this rare species outside his place of employment. **Fred Happy**, Nick's instructor allowed him to bring it into the shop as it had slight injury to its right wing. Nick nursed Hawk back to health, feeding him every half hour.

Nick and other hawk enthusiasts estimated Hawk was four or five weeks old when found. When **Harley Smith**, CMOI and myself went down to the shop to pick up Hawk and bring him to the classification department to complete the necessary case preparation for parole and have his certificate typed, including the standard conditions, it was noted how institutionalized Hawk had become. He was really tame and readily went from finger to finger without attempting to escape.

Thanks to **Nick Janzic** and Mrs. **Chubb** who operates a bird sanctuary north of Kingston, Hawk is a free bird — but we miss him.



Carole Parmentier makes a crisp salute — and begins her new life as a correctional officer at the Federal Training Centre in Quebec.

Female CX class graduates

By Gaston Pelletier
RMC Quebec

Number of female correctional officers to increase

There has been a change in the hiring practises for CSC under Treasury Board's new Affirmative Action Program, reports **Brian Marley-Clarke**, director general staff training and development. "The number of female guards to be trained will increase significantly — by as much as 40% in the next four years," he said.

By 1987 females will make up 12.4% of correctional officers in male prisons, from the current 6.5%.

The Affirmative Action Program is dedicated to implementing sexual equality in government hiring practices.

QUEBEC — Thirteen women were presented with diplomas recognizing their skills and abilities as correctional officers by Quebec Regional Deputy Commissioner, **Jean-Paul Dugas**, at a Laval Staff College graduation ceremony, September 15.

Just like male recruits, the women took an extensive three-month training course involving all aspects of correctional officers' work, including weapons training.

The women were assigned to Leclerc Institution and the Federal Training Centre, both male medium-security institutions.

"Throughout their training, these recruits showed their dynamism, enthusiasm and will to succeed, and a receptiveness and involvement worthy of mention," said the Deputy Commissioner. "They are newcomers in an area usually reserved for men, but I have no doubt about their success. Far from fearing difficulties, I am convinced they will bring a new dimension to the relations between inmates and staff."

Opening of the area of static security to women follows guidelines of the Equal Opportunity Program of the Public Service of Canada, and the Treasury Board. It also shows CSC is actively participating in social changes reflecting the values and expectations of Canadian society," Dugas added.

• More on page 3



Case management officer Carole Allen and friend.



Correctional Service
Canada

Service correctionnel
Canada

Canada

Newsmakers in the Regions and NHQ

Atlantic: Francine Phillips Assistant RMC

Springhill CX Saves Citizen's Life

Correctional Officer **Irvin McCormick**, Springhill Institution, was stopped at the corner of Purdy and Elm Streets in Springhill, N.S., when he noticed a fiery orange glow coming from the front door of a house, May 25, 1983. He rushed to the house, and as he opened the inside door at the top of the entry, the

resident, **Merle McBurnie**, fell on him.

After being assured by Mr. McBurnie that he was the sole occupant, Officer McCormick rushed him to the All Saints Hospital, where he was treated for burn injuries to his chest, back and arms.

2 inmates recaptured by staff

Because of the courage and resourcefulness displayed by two Westmorland Institution employees, **Jean-Guy Bourque**, living unit development officer, and **Anne-Marie Drisdelle**, superintendent's secretary, as well as **Rachel Bourque**, life skills coach, employed by the Memramcook Institute and contracted by CSC, two inmates unlawfully at large from Westmorland Institution, were apprehended and safely brought back to Dorchester Penitentiary, according to Westmorland Institution Superintendent **Jim Davidson**.

Driving to work August 31, Officer Bourque, accompanied by Ms. Drisdelle and Ms. Bourque,

was alerted to the walk-away of two Westmorland Institution inmates while listening to the morning news. A short while later, the inmates were spotted walking along the road. Officer Bourque got out to talk to them. The inmates seemed confused, lost and tired and were willing to return without any resistance. When Officer Bourque felt comfortable with the inmates, he directed them to his vehicle and escorted them to Dorchester Penitentiary.

Bernard Cormier, living unit development officer, Westmorland Institution, who happened to be driving along the same road, noticed what was taking place, and closely followed Officer Bourque's vehicle.

Pacific: Tom D'Aquino Acting RMC



Tony Welch — Matsqui Institution

Susie's kitchen at Matsqui

Who's cooking? It's forensic dietetics or **Susan Heidrich's** cooking class for inmates at Matsqui medium security institution in B.C. Susan, a cooking instructor and home economist, teaches nutrition, food science, practical cooking and kitchen skills to her class which, she says, is especially attractive to inmates who see good nutrition as important if they're active in sports — and as a trade on release. (Also see *Let's Talk* article, Vol. 8 No. 15, page 6.) Top — **Rick Marsden, Susan Heidrich, Ernie Carifelle, Al Pausen**. Bottom: **Marty Scholten, Lee Willard**.

The "ripple syndrome"

Let's Talk reprints an article by Tony Martin, regional chief, financial systems & procedures, which has appeared in the Correctional Industries Association Newsletter.

By Tony Martin

What is the "ripple syndrome" in, not only the corrections field, but also every area of management?

Quite simply what it describes is that any policy decision made by a division of the whole has an impact on the operation of all of the component parts, much in the same manner that an object thrown into the center

of a small pond creates a significant splash at the point of entry but also creates waves and ripples that wash upon all of the shores.

Too often, policy decisions have been made without any consideration of this factor. If, for example, the Industries Division should decide that inmates must report to work at 6 a.m. every morning, have they considered the impact that this may have in the total operation of the various Institutions, including the problems of counts, feeding, custodial staff assignments, etc? Conversely, if the custodial, educational and treatment

divisions, etc. were to take similar arbitrary actions, would we not be faced with a situation that places us in a position of adversity, when in fact, it is our mandate to work towards a common goal — the reintegration of the offender to society. We must first be able to understand and deal with our own problems of cooperation and understanding.

Recognition of our own problems in the area of Industries is critical, but I submit they can never be solved if we do not understand the problems of the total system.

Quebec: Gaston Pelletier RMC

Parole area manager recommended for prize

At the Professional Association of Quebec Criminologists Congress in June, **Réjean Arsenault**, a



Réjean Arsenault

CSC Laurentian area manager, was recommended for the **André Therrien** prize. The award is given to honor outstanding achievement in corrections. Réjean Arsenault was the only CSC staff member to make the short list of three finalists.

Arsenault's recommendation came in recognition of his humanitarian convictions, and the hard work and perseverance he has brought to his community work, said **Guy Berlinguette**, a Laurentian parole officer. "Although he didn't win the prize, Arsenault remains a constant source of inspiration for us," he added.

The André Therrien prize commemorates the correctional work of a one-time CSC commissioner (1975-77).

Ontario: Dennis Curtis RMC



Dr. Kelly accepts cheque from Inmate Committee chairman **Bill Sampson**.

Their Favorite Charity — Frontenac Institution recently held a sports banquet to mark the end of the season for the "Frontenac Inside-Outside Fastball League." Their team won the championship, and trophies were presented to many team members. A highlight was the presentation of a cheque for \$400 to **Dr. G. Kelly** for the Canadian Arthritis Society. The money was raised at a ball tournament, and from the annual open house. The boys at Frontenac have adopted the Arthritis Society as their favourite charity and have raised thousands of dollars during the last year.

Bartering Services — Several inmates from Frontenac Institution recently spent a few days at the St. John's Ambulance Hall in Portsmouth doing some much needed painting and renovations. All of the work was voluntary and unpaid. However, in return, the St. John's people will put on a first aid course, free of charge, at the Institution sometime this winter.

Career Training at P4W — Prison for Women inmate **Kathleen (Kas) Fehr** recently received her Ontario Certificate of Qualification as a hairstylist — hairdresser. She took all of her training in the beauty shop at Prison for Women under instructor **Martha Pappas**. When Kas is not working in the beauty shop, she is involved in the microfilming operation at Bath Institution where she has received certification in that occupation.



Kas Fehr and Marilyn Dodds (sitting).

Prairies: Linda Lee RMC

Pick-up Softball Game: Oskana Centre vs Regina City Police

By Jon Friel
Oskana Centre, Regina

For two gruelling hours, the Oskana Centre's staff and residents and Regina City Police battled to a 15-13 score after seven of the most fun-filled evening innings ever played in the annals of pick-up softball history. Who won? The Oskana Centre! The residents, backed up by the ever present anti-crime counsellors, stopped a late seventh inning surge by the police

to salvage the win. Who played? For the City Police: **Ron Roteliuk, Gerry Sinclair, Gary Ekberg, Steve O'Leary, Dale Schultz, Serge Kujawa, Buddy Allen, Mark Keizer, Greg McKinnon**. The members who made up the team for the Oskana Centre were: **Dave Sellwood, Robert Newman, John Osborne, Bryan Akiwenzie, Judy MacKenzie** (import), **Pat Monaghan** (import), **Jon Friel, Wray Brooks**.

"A completely different job for women"

QUEBEC — Carole Parmentier, 27, one of 13 CX women graduates, September 15, says she was attracted to the job of correctional officer because "I used to be a secretary and I got bored with it. I decided to join the Service after talking to a correctional officer friend." She found being a CX "a completely different job," and a "real challenge." Carole also won the class marksmanship trophy.

There are now about 30 female CX in Quebec compared to about 187 in the other regions. The Quebec recruits were chosen from 1,200 candidates, including 150 women. CX training which lasts three months, is usually coed and women and men are trained together because "they have to work together," said Brian Marley-Clarke, CSC's director general staff training and development. "In response to a policy initiative we've stepped up the number of women we have been training as CX, and this all-female class exhibits the trend. The role of women in CSC is important because they help normalize prison life," he said.

Carole Parmentier, who now works at the Federal Training Centre, recently talked to Pierre Maisonneuve of Radio-Canada about her experiences for the show *Actualités*.

Is your work as prison guard any different from that of a man? **Not at all. We have exactly the same duties except for strip searches on male inmates which are not allowed.**

How is your working day organized? **You can be a post in a tower, at a control position, in the courtyard or asked to escort an inmate transferred**

to a hospital. You can also be posted to do the beat around the wall.

Are you an armed prison guard? **Yes.**

How did your male colleagues react? **They were surprised for a while but it went very well.**

Any sarcastic remarks? **A few, but it was mostly teasing.**

Are you concerned about being responsible for the protection of male colleagues? **No, there's no difference.**

How do the inmates react to your presence? **I think it helps them to see women around them.**

Do you feel any tension when entering the prison in the morning? **No . . . I work in a medium and much has been done to increase the control of inmates, so you don't feel any tension.**

Do inmates react differently to female guards? **Yes . . . an inmate wouldn't try to fight with a woman because there's nothing to prove, so he will speak to her.**

How did your family react to your new job? **They were all for it.**

In the past, guards' wives have shown concern for their spouse's security. What does your family think? **Well, they share the same concerns as others. But, just think! Anything also can happen to you on the street. One should keep cool.**

So you have no second thoughts? **None.**



Portsmouth Centre — century-old charm and a chance at a new life on the outside.

A former CCC resident reflects:

Better than cold turkey

By Ron Livingstone

Portsmouth Centre is a CSC community correctional centre located in downtown Kingston with facilities for some 20 day parolees. A minimum-security satellite of Collins Bay Institution, Ontario, Portsmouth Centre doesn't take in men on full parole or mandatory supervision because they have, in actual fact, already been released.

The century-old farmhouse was converted into a halfway house in 1972, and since that time, virtually hundreds of men have passed through on their way toward making better lives for themselves in the community at large.

"The management team at Portsmouth helped me in more ways than one," says Richard S., a former resident of the house. "For the first month or so after coming out of prison, and at a time when I was experiencing a great deal of stress and anxiety, the staff at Portsmouth were so helpful and encouraging that I became determined to make a life for myself on the outside."

After some four months as a day parole resident, and after having spent close to seven years on the inside, Richard S., with the help of the staff at Portsmouth and Canada Manpower, found himself back in the work force and fully employed as a construction worker.

"I recall going to work daily and coming back to the house at night completely exhausted," he says. "On

more than one occasion I was tempted to give up, but once again the staff at the house encouraged me to hang in a little longer."

Richard S. is just one of many success stories from a number of men who have passed through the centre, and he feels grateful for the assistance and guidance he received during a very crucial period in his life.

From a construction worker he has since gone on to become a construction foreman, a general foreman, and is today a construction superintendent, and doing very well for himself.

"Nobody ever actually held my hand when I was a resident at the house, but they certainly made it possible for me to keep going," says Richard. "There should be more houses of this type all across Canada. It's a hell of a lot better than coming out of the pen cold turkey and trying to make it on your own. You just need that extra help, and knowing that someone cares and is rooting for you."

Jim Murdoch is the superintendent of Portsmouth Centre while John Armstrong is parole officer and Donald Clark, the living unit officer. Together these three dedicated men work to keep Portsmouth a smooth-running operation, and one that is proving to save the taxpayers a lot of money. Not to mention the number of men helped who are being kept out of our penitentiaries and institutions, thanks to their dedication!

Second in series of courses on fire safety underway

NHQ's Technical Services Branch expects about 90 personnel will have completed the four-day *Fire Inspection and Investigation* course in Edmonton, Kingston and Montreal by the end of November.

Objective of the course is to make CSC facilities as fire-safe as possible through good fire prevention practices and the identification and correction of deficiencies. The certificate course is the second in a series developed by the Fire Commissioner of Canada (FCC) in consultation with NHQ Technical Services fire safety staff. Eighty-four staff have received certificates in the *Self-Contained Breathing Apparatus* course (see *Let's Talk*, Sept. 15), and about 60 are expected to take a third component of the *Fire Safety Equipment Maintenance* course by the end of fiscal 1983-84.

Last June, the breathing apparatus course was delivered at the Staff Induction Centre in Kingston, by FCC instructors, with manufacturers' representatives also instructing on maintenance aspects, notes Phil Barrett, CSC's chief of operational fire safety at NHQ.

Technical Services, Living Unit, Security and Institutional Staff Training Officers all participated. Pacific RHQ sponsored the course pilot earlier in the year, with attendance from Pacific and Prairie regions. Third and fourth sessions were held at the Laval Campus of the National Correctional Staff College.

To illustrate the national scope the courses are taking on, *Let's Talk* cites the fourth *Self-Contained Breathing Apparatus* course at Laval. Paul Woodside, of Pacific RHQ Technical Services, was the course principal. Students were from Atlantic and Prairie regions. Woodside, a special projects officer, acting on behalf of NHQ, co-ordinates the CSC role in the operation, including travel, accommodation and a myriad of details.

"Recognition must also be given to staff at Laval and Kingston college campuses," Barrett adds, "and to the engineering and training staff at Matsqui Institution for their cooperation and effort."

He notes CSC is the first federal government department whose staff have been awarded certificates endorsed by both the department and the FCC.

Fire safety is every branch manager's responsibility," Barrett notes. He authored the *Fire Safety Procedures Manual*, which details (D1) 200-4-12, printed for the first time last year. A second printing is now in the works.

Instruction in the fire safety and investigation topics is designed "to develop a specialist resource" in CSC, so staff can handle the majority of concerns. CSC relies on nearby municipal firefighters in event of a serious fire, and FCC inspectors are notified. However, there are several areas where CSC's own fire prevention, fighting and investigation are being improved by the training. Among them, staff are learning how to minimize the opportunities for arson.

The Staff Training and Development Branch is assuming responsibility for this training program next April, Barrett adds.

"We have a serious potential fire safety problem," Barrett says, "and in some types of fires, an active problem." A common cause of fire in an institution is the intentional setting on fire of another inmate's effects by other inmates.

ANNEE MONDIALE DES
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No drug problem in Japan's prisons

When asked if there was an illegal drug problem in Japanese prisons, the director of that country's only medical prison, Dr. Mitsugu Kamidate responded that occasionally a pack of cigarettes or tobacco gets thrown over the wall into the yard.

You see, tobacco is neither sold nor allowed in Japan's prisons, where 43,000 inmates, including 1,000 women, are provided with health care at a ratio of one doctor per 1,000 patients.

About 30 CSC administrators attending the session on Japan's prison health care management at the 2nd World Congress in August were also told there are no conjugal visits, and that one or two per cent of all inmates are considered violent. Severely violent cases are sent to the country's only medical prison.

Suicide prevention is given special attention throughout the Japanese system. Suicide-prone inmates are clearly identified, based on factors such as attitude changes and information from his home, watched closely by guards — at least once every eight minutes, and medical staff have a successful system to prevent death. Six or seven inmates commit suicide per year in Japan, out of the 100 who try, Dr. Kamidate said.

The 25-year-veteran medical doctor and medical care director of Japan's centralized correctional services described fully the 351-patient Medical Prison. There are 75 psychiatric patients and one 19-bed wing exclusively for female patients. Another 117 healthy inmates work in the prison's laundry, kitchen and other assignments. The prison has 16 doctors, 51 nurses, and personnel in specialized capacities.

Problems with doctor scarcity, and high turnover among nurses are being addressed by sponsored educational help. New doctors interested in correctional medicine can receive scholarships and the correctional service itself has established an Assistant Nursing Training Institute.

Fire safety manual re-printing

The 11-section *Fire Safety Procedures Manual* will go into its second printing by the end of the current fiscal year, notes Phil Barrett, Chief Operational Fire Safety Technical Services at NHQ. A press run of about 1,000 is anticipated. The manual is distributed to all wardens, assistant wardens, plant superintendents, engineering supervisors and staff training officers and several more managerial and supervisory level staff.

Management Tips

What's your excuse for not delegating?

All the experts tell us everyone benefits from successful delegation. So what's your excuse?

Here are 10 popular ones!

Excuse No. 1: I tried it and it didn't work.

Delegating, like anything else, takes practice to perfect. Keep trying. Try different approaches. Maybe you weren't communicating the goal to be reached. If you ask an employee to develop an audio-visual program to reduce the accident rate, you'll get an audio-visual program, not necessarily a reduced accident rate. Next time, ask the employee to reduce the accident rate, and allow him or her to decide how best to accomplish it.

Assign a result, not an activity.

Excuse No. 2: If I want something done right, I have to do it myself.

What you mean is, if you want something done your way, you have to do it yourself. Other people can successfully reach the same goal by a different route. Give them a chance to prove it.

Excuse No. 3: It takes more time to explain the job than to do it myself.

This excuse may be valid the first time the job is done, but what about the second or third or fifteenth time?

Excuse No. 4: My subordinates lack the experience.

Of course they do — you have to give them a chance. Go slowly. Create short-term delegation so you can test more employees at a greater variety of jobs.

Excuse No. 5: I'm concerned about losing control.

Build controls into the delegation process by: a) you decide and take action; b) you decide and take action, but keep me informed; c) you decide, prepare a proposal, but check with me before taking action.

Excuse No. 6: My subordinates avoid responsibility.

Possibly — but your job as supervisor is to teach responsibility. Be receptive to their anxieties. If subordinates make mistakes, charge the cost as a worthwhile investment in your most valuable resource — people.

Excuse No. 7: I'm the boss. I should make the decisions.

Employees want to contribute. Don't withhold the right to decide matters on which they are most qualified, or you deprive them of motivation.

Excuse No. 8: Some jobs just can't be delegated.

Instead of focusing on jobs that can't be delegated — concentrate on what you can delegate.

Excuse No. 9: I don't want to delegate. I like doing this task.

Sure you do. That's why you're good at it. But when you get help, you can do more, build a better record, and develop a better staff.

Excuse No. 10: I don't know how to delegate.

Don't fret. Good delegators are made, not born. Check out the library. Take a course. Watch your peers who successfully delegate.

7th step foundation celebrates 20 years of service to ex-inmates

By Roger Caron

In the late fifties, a young American landed in San Quentin Penitentiary for armed robbery. With the slamming of the gate came a tremendous sense of despair, and special heartache for his family because his father was a judge. Armed only with a grim oath to wrestle his demon into submission, **Bill Sands** decided to write his autobiography as a warning to others and as a form of inner therapy. The book was called, *My Shadow Ran Fast*.

Regaining his freedom in the early sixties, Bill Sands took to the lecture circuit. An address to the Kansas Shriners led to an invitation to speak to a group of inmates in Leavenworth Penitentiary, in 1963. The publicity attracted **James E. Post**, Chaplain of Lansing State Prison, in Kansas who had long been concerned about the lack of support for newly-released prisoners. He and Sands formulated a pre-release program, which they introduced into the Kansas State Prison. Guidelines and a slogan were adopted, and a commonsense philosophy that is almost a prayer . . . Seven Steps To Freedom.

Initially their halfway house program relied heavily on community sponsorship to help the ex-inmate until he was able to support himself. Later, after Bill Sands was forced to curtail his involvement because of ill health, **Ezra Kingsley**, an inmate, took over the pre-release classes and instituted a new format for the meetings that has evolved into a mild "hot seat" therapy that is still an integral part of the 7th Step Core Group Chapters today.



Calgary president **Pat Graham**, left, **Roger Caron** and **Paul Griffin**, chairman of the International Board of Governors. Griffin is an atomic physicist and a 7th Step volunteer from Oakbridge, Tennessee.

Bill Sands died in 1967, but by then his shadow had spread all across North America.

This year, the Calgary Chapter under the direction of ex-inmate **Pat Graham**, sponsored the 20th Anniversary of the 7th Step International Foundation, July 14-17. It was also the week of the Calgary Stampede, and when pressure of the four-day convention got too heavy, release could be obtained in the revue stands watching modern-day cowboys putting on an exhilarating display of thrills and spills.

The many supporters seated at the banquet head table on the final night of the convention were mute testimony to the great respect 7th Step has reaped over the years, especially in Calgary. Said the Mayor of Calgary: "Over the past three years 7th Step has earned a tremendous amount of respect. It hasn't come easy. When Pat Graham first

approached me to institute a new program, the Calgary council turned it down flat.

"That didn't deter the group. 7th Step came back fighting, and it got a little bit of what it wanted the next year, and a little more the year after, and if it comes back again next year it will probably get everything it wants for the benefit of the people in this community . . ."

The convention, which attracted delegates from across Canada and the U.S., discussed such concerns as halfway houses and community response, remotivation, and funding. Special honor was paid "to our volunteers, who have done so much to change the thinking of our clients."

7th Step was established to prevent recidivism through a self-help process. The focus is on changing the individual — not changing the system.

Let's Talk about PEOPLE



Al Wrenshall and Harry Bezanson share a good laugh.

Wrenshall retires

Friends and colleagues of Inspector General **Al Wrenshall** got together September 27 to say goodbye and best wishes to CSC's first inspector general.

Commissioner **Yeomans** commented on Mr. Wrenshall's five-year career in CSC and the remarkable work legacy he has left behind him. He presented the Inspector General with a Commissioner's Citation for Meritorious Service, a long-service plaque signed by Prime Minister **Trudeau**, and a CSC long-service medallion.

Harry Bezanson presented Mr. Wrenshall with a gift on behalf of the branch — an AM-FM stereo for his trailer, and coming trip to California and Mexico.

Al Wrenshall, who joined the Service in April 1978 as its first inspector general, has a service record of 38 years going back to the Canadian Army from 1943 to 1945. He joined the RCMP in 1947 and went up the ranks from corporal in 1957 to chief inspector in 1975.

Highlights of Mr. Wrenshall's career in CSC include expansion of the program to include personnel audit and the major function of special inquiries, and the creation and implementation of one of the most effective internal audit units in the Government of Canada.

Jack Rankin took over from Mr. Wrenshall as Inspector General September 9.

Charlottetown Sub-Office Area Manager **Brian Smith** received an honorary life membership in the John Howard Society of Prince Edward Island in September for his active support of the society . . .

Bill Robb, an LUF-1 at Stony Mountain institution in Manitoba was selected as Prairie Region Employee of the Month by his institution as a result of his actions in July when he assisted in the rescue of a Winnipeg citizen from drowning . . .



At last — a photo of **Art Robson**, Atlantic RMC who finished his French language training in July and is now at his desk planning a busy year for Atlantic Communications. Acting RMC **Jim West** after doing a commendable job while Art was away, is now a special project officer with Education, Training and Employment.



Warkworth Warden **Mary Dawson** takes **Liu Qun** on a tour of the penitentiary. Liu, division chief, bureau of re-education, Department of Justice of the People's Republic of China, was in Canada for the Second World Congress on Prison Health Care in Ottawa in late August, and took some time out to visit Joyceville and Pittsburg institutions as well. He had the help of interpreter **Hong Zhenming**.

Henry (Bud) Kowal, a sheet metal worker at Edmonton Institution died, July 23, following a lengthy illness. Bud began his career at Matsqui institution in February 1965 and moved to Edmonton institution in 1978. A native of Edmonton, Bud resided north of Fort Saskatchewan, Alberta, prior to his death. He is survived by his wife, **Doris**, three sons, **Russell**, **Ron** and **Jerry**, and a daughter, **Charlotte** . . .

Another Community Residential Centre will be opened under the auspices of the St. Leonard's Society in North Vancouver . . .

lets talk

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Editor

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Staff photographer

Technical Services Conference: Keep institutional staff informed on New national computerized systems

MONTREAL — The central theme of this year's National Technical Services conference, Oct. 4-7, was a practical look at operating systems and methods now undergoing change — especially computer-oriented information systems being developed nationally, reports Director General

Tom Crawford who has just returned to his desk after successfully completing his French language training October 11.

The Director General said the conference's top priority was to concentrate on keeping institutional

staff informed so they will know what NHQ and RHQ are planning for the new systems being developed. But equally important, says Crawford, is that institutional staff keep NHQ and RHQ staff informed on how the new systems are proceeding.

Jean-Claude Perron, Quebec's executive officer, welcomed the conference delegates to his region, and on the last day of the conference Senior Deputy Commissioner Roma Bertrand addressed delegates.

• See page 2



Gavin Hector, an NHQ finance director says French immersion is fun, and has the prizes to prove it!

• More on page 4

Let's

talk

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8 Nov. 20 November 15, 1983

Awards Program Update: Prairies still in the lead

OTTAWA — Nine months after the start-up of the Awards Program (see Special Issue of Let's Talk, Vol. 8, No. 5, Mar. 15, 1983), things are going "pretty well indeed," according to Yvette Browne, NHQ awards coordinator.

Prairie Region is still leading everyone else in the number of Suggestion Award proposals (7 active). Quebec and Ontario are almost neck and neck: Quebec comes second (4 Active — 1 Approved), followed closely by Ontario (5 Active).

As announced in our July 30 issue (Vol. 8, No. 14, see Briefly, p.3.), the logo contest deadline that had been extended to Sept. 30 is now passed. Contest is now closed and entries submitted to select a

logo for CSC's Awards Program are now being processed, Yvette told Let's Talk. Staff will be informed as soon as the Awards committee has made a decision.

Yvette said new criteria have been approved by the Awards Committee for the Commissioner's Award for Service Commendation. The new criteria make the citation open to staff "for recognition of an outstanding performance contributing to good public relations." A staff member has already won this Award for Service Commendation for efforts which have enhanced the image of the Service.

Watch for announcements of this staff award, and others, in an upcoming issue of Let's Talk.

Suggestion Awards April 1 - September 30, 1983.

| Region | Received | (under Investigation) | | Rejected | Approved |
|----------|----------|-----------------------|---|----------|----------|
| | | Now Active | | | |
| Prairies | 9 | 7 | 2 | — | |
| Atlantic | 1 | 1 | — | — | |
| Québec | 5 | 4 | — | 1 | |
| Pacific | 3 | 3 | — | — | |
| Ontario | 6 | 5 | 1 | — | |
| NHQ | 5 | 3 | 2 | 1 | |

Employment in CSC past age 65 now possible

OTTAWA — A policy dealing with the extension of employment beyond the normal maximum retirement age of 65 was approved by the senior management committee, Sept. 8. It was prepared in response to a Treasury Board policy that such extensions, when requested by employees, should be considered more positively than in the past when the Board limited approval to a few exceptional cases.

CSC delegated managers will have the right of granting employee's requests for extensions, for a period of 12 months or less, after age 65.

Managers will follow several guides when considering requests by staff members. They include:

- Performance level during the past three years must have been fully satisfactory or better;
- Mental and physical health;
- Every extension is authorized for 12 months or less;
- Each extension requires a new application;
- A medical examination by government doctors may be required;

- Managers will also evaluate:
 - whether there's a suitable replacement
 - time needed to recruit and train a replacement
 - impact of an extension on employees in a surplus position
 - positive effects an extension could have on the employee.

Staff working past age 70 must pass an annual medical examination between 70 and 90 calendar days preceding the day employment is set to end.

Delegated managers may, at any time, by reason of age alone, terminate the employment of a staff member who is 65 or over, upon a minimum of 90 days notice.

CSC staff who are nearing their 65th birthday and would like to continue working should see their supervisor or personnel administrator for details.

All-day run at Joyceville

In conjunction with the Terry Fox run and CSC's "Operation Courage," 24 Joyceville inmates (and two staff) ran all day, Sept. 18, around and around the recreation field so they could feel they were part of the Ontario runs. The inmates, who pledged \$227.10 to the Cancer Society, "wanted to show they contribute to the needs of others," said Sharon Hogan, assistant warden administration, Joyceville.

Stony Mountain welcomes new warden



PRAIRIES — New warden Al Stevenson, Regional Deputy Commissioner Jim Phelps and outgoing warden Terry Sawatsky (left to right) sign the document transferring responsibility for the institution. Terry Sawatsky is now at NHQ as a director in security.

• See page 3

Regional Psychiatric Centre Accredited For A Two-Year Term

PACIFIC — The Canadian Council on Hospital Accreditation has awarded accreditation status to the Regional Psychiatric Centre in Abbotsford, B.C., for a two-year period.

The Psychiatric Centre is a 138-bed hospital for the assessment and treatment of offenders with symptoms of psychiatric disorder.

The CCHA grants accreditation to recognized hospitals for one, two or three-year terms, if the hospital meets established standards. The Regional Psychiatric Centre in Abbotsford was previously granted a two-year award in 1979, and a three-year award in 1980.

CSC United Way Campaign Over the Top

102% Nov. 1

OTTAWA — Congratulations to CSC staff at NHQ and a "heartfelt thanks for a fantastic job," said Art Hasler, Communications, CSC's United Way campaign information officer. CSC hit the 102 per cent mark of their United Way goal of \$25,560, Nov. 1, and may well do better than that by Nov. 4 when the campaign officially comes to an end.

Hasler pointed out that CSC had faced a tough campaign because their goal had been raised by 40 per cent from last year's. "This was especially difficult for many staff, most of whom were in the 5 per cent phase of '6 & 5' wage restraint. They were really generous."

Ted Pender, Technical Services, CSC's United Way coordinator for NHQ, also congratulated "our dedicated United Way campaign workers" and complimented them on a fine campaign. Watch for final results in your next Let's Talk.

Early Bird Winners

Supply and Services Canada won the Early Bird Draw hands down — with two lucky people — Jean Cadieux and Don Cox.



Tech. Services new systems — and what they mean to staff

From page 1

- **THE MAINTENANCE MANAGEMENT SYSTEM (MMS)** provides an organized approach to maintenance management and its facilities. It's made of two components: the work order and control, and, the preventive maintenance inspection component. Until now, the system has operated manually which has proved time-consuming so it was decided an automated system should be explored. A proposal for a computerized MMS has been submitted to the Systems Review Committee with Joyceville as the pilot institution.
- **MATERIEL MANAGEMENT INFORMATION SYSTEM (MMIS)** is the key to an integrated supply network (permanent stocktaking, purchasing and storing) and is due to be implemented in the regions and institutions in three stages by the end of June 1984. The introduction of the MMIS on a national basis will demand that all regions have standard operating procedures and guidelines.

Planned implementation — after SRC approval

- **Stage 1:** Terminals and printers by March 1984 to Atlantic RHQ, Dorchester, Springhill, and Ontario RHQ.
- **Stage 2:** Terminals and printers to Pacific RHQ and in the Prairies to RHQ, Edmonton, RPC Saskatoon, Stony Mountain, Sask. Pen., Drumheller, Bowden by May 1984.
- **Stage 3:** Terminals and printers to Pacific Region — William Head, Mission and Kent; and in the Ontario Region to Kingston Pen., Joyceville, Millhaven, Warkworth and RHQ by June 1984.

The next module of the MMIS will be the inclusion of **Performance Indicators**. The pilot system in City of Laval Regional Stores will collect and analyze data governing level of service, and assist in developing work standards and human resource requirements.

- **FOOD SERVICES MANAGEMENT INFORMATION SYSTEM** — involves ration control to control per diem costs and compare the budget to actual expenditures. This allows each institution to compare its own Food Services budget to its actual results, controls the inventory and assists the food



MUGGING IT UP — the human element has clearly got computers under control. Above are **Habib Chaudhry**, manager, facility planning, and **Michael Fuller**, director food services.



AT THE BANQUET — Left, **Adrian Baillargeon**, RMTS Atlantic; **Bob Maguire**, RMTS Prairies; **Bob McCulloch**, director accommodation/construction; and Director General **Tom Crauford**.

services officers in making the mathematical calculations in converting imperial to metric and converting recipes to required population counts.

The ration control system has been implemented in all regions. A **Regional Cyclic Menu** is being developed as a standard for each region to assist supervisors and ensure more balanced, nutritious meals, control costs and reduce complaints from transferring inmates. Additional refinements will be introduced in food services during 1984 according to Director **Michael Fuller**.

- **PIDS (PERIMETER INTRUSION DETECTION SYSTEM)** is being implemented in three stages and involves installation of four sub systems in all maximum and medium security institutions. Phase I involves Millhaven, Joyceville, Stony Mountain, RPC Pacific and Archambault, reports **Bill Merritt**, head, implementation. Phase II includes Federal Training Centre, Collins Bay, Warkworth, Sask. Pen. and Kent. Phase III, due to begin next summer, includes Dorchester, Springhill, Cowansville, Leclerc and Drumheller.

Long Range Accommodation

The LRAP was extensively updated this year and approved by SMC in June with the following proposals: construction/acquisition of seven new institutions; upgrading of 21 institutions; reclassification of 11 institutions and retention of two institutions previously planned to be closed, reports **Bob McCulloch**, Director Accommodation Requirements and Construction.

Other highlights of the plan include: planned capacity to be about 13,000 CSC-owned cells with estimated PY-requirements of 9,273 by 1991-92.

The short range accommodation plan for 83/84 calls for 1,372 additional beds in trailer units, dormitories, double-bunks and beds in other single accommodation, he said.

- Technical Services plans to present to the Systems Review Committee a proposal to enhance project management for major accommodation construction. The proposed system will provide project managers and staff at all levels with up-to-date information on project costs and progress. It will also provide managers in other functional areas with a planning tool for their specific component of the project, and should enhance communications within the Service tremendously, says **John Hunter**, manager of construction program implementation.

Logger's Day at Elbow Lake

PACIFIC — Have you ever taken part in a chokerman's race, an axe throw, hand-fiddle saw-bucking or log-bucking? These were some of the events organized by inmates at Elbow Lake minimum-security institution for their loggers' day celebration held Sept. 4.

The Loggers' Day — a first for Elbow Lake — ended with a barbecue which included staff as well as inmates and their families. A great time was had by all.

The celebration proved such a success that it's going to be an annual event, says Superintendent **Paul Jacks**. It was organized by **Tom Crozier**, assistant superintendent, programs with a lot of help from **Dean Cochlin** and other Elbow Lake inmates. Trophies were presented to this year's winners as well as a belt buckle to one prize-winner, which was financed by Tom Crozier himself. "I'm going to make that an annual event, too," he said.



Loggers' Day was a "first".

Elbow Lake inmates are involved in a wide variety of forestry activities, says Paul Jacks. This helps them obtain marketable skills, targeted to the forest industries. They work in **juvenile spacing** or thinning, which involves the removal of certain trees to enhance the growth of the remaining timber; **site rehabilitation**, which involves the clearing of an area not suitable for forest management, and reconditioning and planting it so a new growth of marketable timber evolves; **log salvaging**, which involves clearing lakes of driftwood, logs which have escaped from booms, increasing sport use of the lakes as well as contributing revenue to the Receiver General of Canada; and the **conifer release program**, which involves the clearing of areas to enhance the maturation of seedlings planted one or two years previously.

They also maintain four park sites for the B.C. Forest Service. The parks are cleaned and stocked with firewood for use by campers.

Briefs

Warkworth Jaycees celebrate decade of service

Oct. 1 the Junior Chamber of Commerce celebrated its 10th anniversary behind the electronically locked doors of Warkworth medium security institution in Ontario. Last June the Warkworth unit won recognition as the best unit in the region, beating out all other outside Jaycee units. Then in July the Warkworth Jaycees who have 109 members, won second place in the open competition for the best unit in Canada — the first time a penal unit had ever placed in the top 10 positions of national competition. The Jaycee movement is built on helping people develop themselves and is attractive to offenders because of the sense of fellowship it offers. The reconviction rate of offenders who have been Jaycees is much lower, said Warkworth Jaycee, president Harry Teichberg, than for that of the general inmate population.

Golf tournament at NHQ

On October 4, 37 employees of the Ministry braved the rain and ended the golf summer season by throwing a "best ball" type golf tournament. After a typically Quebec meal, names of the winners were announced. The first winning four-member team was made up of **T. Greenough**, **R. Seely**, **W. Uhryniw** and **J. Lafrance** of the Ministry Secretariat, who scored 69. The other winning team scored 70 and was made up of **L. Landry** (Secr.), **J. Carpentier** (RCMP), **R. Lefebvre** and **F. Cadotte** (CSC).

Native people may get own judicial system says Justice Minister

A "new deal" for Canada's native Indians, including the possibility of giving those who live on reserves their own judicial system, was predicted by Justice Minister **Mark MacGuigan**, Sept. 28 at the Native People's Law Conference in Calgary. "We are looking into ways of insuring that Canada's system of justice takes into account Native concepts of justice," the Minister said. "We are on the threshold of a significant change affecting Native people and the legal system — a change that will increase powers for Native people and institutions. We are rapidly moving away from a system of government paternalism to one where native people will have real power, recognized by the law to control their own lives and institutions." The Minister said reserves could be given the power to deal with those who commit minor offences **within the reserves' boundaries**. This would not cover Metis or non-status Indians. He also noted changes to the Criminal Code he hopes to introduce this fall "would eliminate the terrible option of jail for people who can't pay fines levied by judges."

Atlantic staff training changes

As agreed with **Bob Clark**, Atlantic Deputy Commissioner, **Digger Dooks** will report directly to the director general staff training and development at NHQ as Director of the National Correctional Staff College in Moncton, N.B. Dooks will be assisted by **Gérald Portelance** as staff training instructor to assist Dorchester Penitentiary in its annual refresher training as well as other training required in the Atlantic Region. A clerical position has been assigned to Dooks to maintain the Training Delivery Information System (TDIS), and training records.

YOUR JOB

Did you know that your job description is the basic document for classifying and evaluating your position? Your job description should outline the duties actually being performed by you or those duties to be performed by you. You can obtain more information on this subject from your Regional Chief of Classification or NHQ classification officers.

Prairie Region . . .

Working with the Community

By Linda Lee
Prairies RMC

PRAIRIES — One of the benefits of the summer employment program for students is that it makes possible activities that regular CSC staff just don't have the time to handle.

One such student in 1983 was Drumheller Institution's Community Liaison Officer **Brad Neilsen**.

Major beneficiaries of his efforts, and those of the inmates he worked with, were the City of Drumheller and the community's many tourist attractions. These projects, as pointed out by Warden **Dan Kane**, go a long way to contributing to a sense of community involvement by the community, and self-worth on the part of the inmates.

Mr. Neilsen and four inmates from Drumheller's minimum security trailer annex assisted in constructing wooden backdrops needed for the community's annual exhibition.

The **Little Church**, a local tourist attraction along the Dinosaur Trail, was upgraded and maintained. Mr. Neilsen handled the liaison with the local Chamber of Commerce concerning materials and repairs needed. The City paid for any materials, and an inmate, who received a Limited Day Parole early in the project, did the actual maintenance.

A group of Annex inmates, for the second year, participated in the annual **Horseshoe Canyon Clean-up**.

A wide range of activities . . .

As a regular member of the Annex Hopewell's Lifers' Group, Mr. Neilsen was involved as a community liaison person in a project to upgrade a section of the **Drumheller Nature Trail**. The work included the widening of existing pathways and the construction of new trails. Another project proposed by the group, and funded by the City, was the construction of a large flower planter to complement a new sign on the Dinosaur Trail.

Con-Walk '83 was a three-day event involving six inmates walking from Drumheller to Calgary to raise money for the Alberta Children's Hospital. Mr. Neilsen co-ordinated media coverage and escorted the walkers for two of the three days.

Other escort duties for Mr. Neilsen were the Annex's **softball team**, the "Annex Bandits" and the Annex Band. In addition to other community events, the band played at the Drumheller Auxiliary Hospital Nursing Home on a regular weekly basis.

For the second consecutive year, a chili team involving four annex inmates entered a **chili cook-off** sponsored by a local radio station. The team, called "Cactus Cuisine", won second prize. Since the prize was a long weekend at a resort in Invermere, B.C., details were still being worked out when Mr. Neilsen prepared his final report.

Stony Mountain Change of Command

By Linda Lee, Prairies RMC
PRAIRIES — The Correctional Service of Canada put out its full, red carpet treatment Sept. 22 when **Al Stevenson** officially took over command of Stony Mountain Institution from **Terry Sawatsky**.

Over 60 invited guests from the community, including local Member of Parliament **Terry Sargeant**, Rockwood Municipality Reeve, **Rens Renooy**, and representatives of the RCMP, Winnipeg City Police, and the Canadian Armed Forces attended the ceremony.

The institution was on lock-up during the ceremony and all staff not required at their posts were invited to attend. A large number took advantage of the opportunity.

Warden Stevenson compared his job with that of **Colonel Bedson**, the Warden of the then-Manitoba Penitentiary when the institution opened in 1877. Some of the differences he identified were the rigidity of the rules and the lack of program-



New warden **Al Stevenson**, left, receives the symbolic key to Stony Mountain from Acting Assistant Warden Security, **Jack Linklater**. Right: **Don Burrage**, of Winnipeg's Khartum Temple Pipe Band, pipes in the key carried by **CX-6 Elmer Blanchard**.

ming for inmates. Some of the similarities were the reliance on good staff and the need for regulations. Warden Stevenson concluded that

Colonel Bedson's job was a much simpler one.

Senior Deputy Commissioner **Roma Bertrand** spoke of today's in-



stitution's interaction with the community. He explained that the role of institutions is defined by the Canadian community as a whole.

Life Skills — "The experience was a decided success"

By Lawrence Petitpas

In the title of one of his books, **Eric Berne** asks the question, "What Do You Say After You Say Hello?" In ordinary social interactions, the answers are reasonably obvious ranging from the state of one's health to things at work to the score of last night's game to whatever other questions interest and intrigue mortal minds. Fairly straight-forward matters make up the stuff of most socializing.

But change the scene somewhat and let the interaction be between a person who has never "done time" (be he employer, spouse, teacher, or neighbor) and one who has, and Berne's question becomes critical, even downright perilous. And if the interaction goes wrong, the natural tendency is to blame the ex-prisoner as a social misfit and thus the depressing recidivist cycle is again set into motion.

Enter "Life Skills" as an interventionary program with a successful track record. For the past few years, the **Administration at Bath Institution, outside Kingston**, has contracted with the **Human Studies Dept. of St. Lawrence College** to offer selected inmates a course in **Life Skills**. The people at St. Lawrence and at the Institution are convinced that the venture has been clearly worthwhile. Perhaps more importantly, the inmate clients have evaluated "the experience" as a decided success.

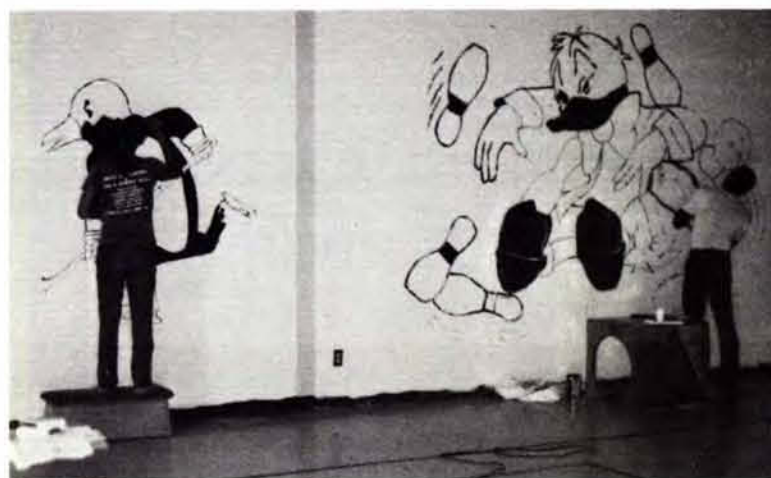
And that's just what "Life Skills" is! **It's an experience in learning in which essential social skills are discussed and then, by means of extensive role-play, learned in an experiential way.**

The skills include, among others, developing a healthy self-concept ("Acting out the old me didn't work, I'm starting to believe in the new me"); controlling emotions and feelings ("I don't have to blow my cool, I'm learning to take responsibility for me"); setting realistic goals and motivating myself to achieve them ("My old goals and what drove me then got me where I am today and there are better places to live out my life than jail"); adopting a balanced self-determined model of behaviour ("If the people I run with are mostly heading back here, I guess I'm heading the same way — it's time to begin being master of my own destiny"); doing the successful employment interview and getting work ("Most of the world seems to want and need a job, why should I be different!").

Perhaps the most important client evaluation point has been that, whereas a great proportion of inmates would refuse to participate in a Life Skills program, every inmate would benefit greatly. That says it all! **Lawrence Petitpas is teaching master at the Human Studies Department, St. Lawrence College, Kingston. For more information, call him at (613) 544-5400.**

2 Kent Institution escapees back in prison — 4 1/2 hours later

Two escapees from Kent maximum security institution in Agassiz, B.C., cut through a chain link fence to freedom Oct. 13 but were arrested after 4 1/2 hours outside. The offenders were recaptured walking through the bush near a highway five kms. from the prison. The two men were unarmed and surrendered to the RCMP without a struggle. The escape was the prison's second in its four-year history.



Donald Duck gets bowled over by **FTC inmates** in school decoration scheme.

FTC special living unit plays big brother to disadvantaged children

By Jean-Marc Bigras

Case Management Officer

QUEBEC — Since 1980, Federal Training Centre inmates have been spending their time and money to help slightly mentally deficient children 6-12 years old, by joining in their school activities at the "Pavillon des Erables", (Sugar Camp) at Deux Montagnes.

The inmates aged 25 to 50, are taking part in a special program at the FTC. They live in the same living unit and share the same work and kitchen areas. Because of their special assignment, the inmates who are eligible for temporary absence with or without escort, can go out in a group to meet the children and share their activities.

The meetings are supervised by the children's teachers and two LUO-1 from the special living unit, **Michel Fleury** and **Guy Dufour**. The teachers, the institutional staff and the inmates all work together to evaluate the needs of the children and provide them with appropriate help.

Since the beginning of the project, inmates have visited the sugar camp where each paid for the meal of a child and looked after him all day. They also cleared off trees on the land surrounding the school to make a rest area — each inmate with one or two children who helped him.

They also organized a fund raising campaign to reduce costs. With the help of outside agencies and some Quebec artists, they dressed up as

clowns and with the children, sold balloons one week-end in a shopping centre. They collected \$1,391 which enabled them to fund other activities such as decorating the school walls with the children's drawings and their cartoon heroes. All these activities helped our inmates to joke, play, work, and even teach the children in a warm, happy atmosphere where they could feel like "big brothers."

After each meeting, the inmates come back physically tired but happy at this opportunity to help others. They also realized they were not the only deprived persons on earth!

lets talk

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Finance Director wins French Immersion Prize

• From page 1

OTTAWA — Gavin Hector was distinctly nervous by the time he arrived at the Château Laurier, Sunday at 4 p.m. to catch the bus to Katimavik for a week of French language immersion at the Lake McGregor resort in the Gatineau Hills, Sept. 25-30. He'd been working overtime to be able to take off the week from his job as Director Financial Management and Accounting Systems. He was tired, and his ear was buzzing ominously.

Gavin thought he had plenty to worry about. He was a BBAB — which translates as a B level, with an embarrassing A level in speaking. He wasn't at all sure he could survive the rigors of being locked up for a totally French week with 32 other students, all of whom he was sure were much better at French than he was.

A fun experience

However, Katimavik turned out to be quite different. In fact, it was "a wonderful experience, lots of fun, and friendly and supportive — and much more helpful than day classes had been. It was a great booster. I know now I can continue to improve."

Gavin did so well that he surprised himself by winning the Katimavik grand prize for participation in social, academic and sporting activities. His peers voted him this grand prize for his enthusiasm. He also received a plaque from the teachers as the most improved student within his group.

There were four main workshops at Katimavik — conversation, verbs, general grammar and self-teaching methods, spaced throughout the day. He found the grammar workshops especially useful, as well as the "five minutes a day" method to practice verbs at home. And there were lots of "social and cultural activities — but no TV because links were to be totally severed with the outside world.

To offset the isolation there was volleyball, softball, canoeing and archery; and on successive nights, a movie, dancing, a casino night and an amateur night with skits all recorded on video to provide howls of

amusement later. Gavin was part of a skit directed by Ray Burzinski of Solicitor General's Secretariat and featuring Michel Hudon, Saskatchewan Penitentiary and Rose Huber, Frontenac Institution.

Gavin participated in everything and found himself talking in French much more easily than he would have believed possible. Only Casino night disappointed him since he was well on his way to becoming a French millionaire when he suddenly "lost everything" — in French of course."

Helpful hint

Gavin had received an advance tip from Harry Bezanson of the Inspector General's Branch about the course. Harry was very enthusiastic, but suggested that Gavin might bring an extra blanket, and a towel because the towels were "very thin and very small."

Apart from this, the meals and accommodation were good. Some people slept in the main lodge while others were assigned to nearby cabins.

Interested in English or French Immersion?

CSC Official Languages offer two sessions of French or English one-week immersion courses a year, in June and September. Course costs are paid by the Official Languages Program at NHQ but all travel costs must be paid by the sponsoring unit.

If you're interested in upgrading your English or French at the B level, you can contact your regional Official Languages Program representative or call NHQ direct and speak to Hélène Miner at (613) 996-9421. She will give you full information and send you a booklet describing the courses.

"Planning to attend a week of immersion every year is a wonderful way to keep your second language up to standard," says Hélène. The Katimavik courses concentrate on conversation and increasing self-confidence, thus overcoming shyness in using the second language outside the classroom.

Smoothing out the bumps for government travellers

The Central Travel Service (CTS) of Supply and Services Canada has announced the introduction of several changes designed to help you in making your business travel arrangements.

Says CTS Manager Joan Wilson, "Over the past year we've re-examined the whole Central Travel Services from reservations to cancellations. We think we've come up with improvements that will provide a total service in which all travellers will have confidence, save the traveller's time, and help to reduce his or her department's travel budget."

The most recent innovation to help the traveller is a printed itinerary sheet that will be included with your airline ticket. Joan Wilson explains, "This new sheet replaces the handwritten and unofficial-looking confirmation slips of the past. At the hotel desk and car rental counter, the itinerary sheet will provide proof of your reservations. In fact, you can receive an itinerary sheet to confirm your hotel and car reservations even when you do not travel by air."

In addition to the basic itinerary information, the sheet contains two important numbers. The *File Locator Number*, which should be used if calling a CTS agent to make any itinerary changes or cancellations before and during the trip, is listed below the traveller's name on the sheet. The *Travel Authority Number* is listed under the date on the sheet and it is the employee's authority to travel. It is used for billing purposes and for investigating complaints after the trip.

Another innovation is the introduction of a cancellation-number system to keep track of changes made to your travel reservations.

"Be sure to ask for the CTS agent's name and a cancellation number, especially when your plans have changed and you therefore must cancel a hotel reservation. They are your insurance against being forced to pay for a room you did not occupy," she says. CTS reservation agents will also save you time by locating hotels in your destination city and they will do their best to find one with the facilities that meet your needs. Your booking will be guaranteed if requested, no matter what time you arrive, and at the applicable government rate.

Wilson stressed the important part played by Air Canada and CP Air in the improvements' development and implementation: "After all, it's their reservation agents you talk to when you phone CTS to make your travel arrangements. Using their most experienced people, they'll book your flights on any airline, to any destination in the world. They will handle reservations for travel by rail, sea and air, reserve your hotel room and arrange for a rental car. In fact, the CTS agent can map out the most direct, economical itinerary, tailored to your requirements. These services are available through the 27 airlines reservations offices across the country."

Boosting civil servants' productivity important says Treasury Pres.

"One of the greatest challenges facing all of us in the federal government is how to increase productivity so we can meet demands for increased government services without substantial increases in spending," Herb Gray, Treasury Board president said in a speech to the Professional Institute of the Public Service of Canada, September 27 in Toronto.

"The Office of the Comptroller General has developed a program, IMPAC, to improve management practices and controls in departments. IMPAC is a unique initiative which deals with programs, planning and control so government operations will be more economical, efficient, effective and responsive to government priorities and the public needs.

"The human element is of particular concern in introducing new technology. Treasury Board has issued *ergonomic guidelines* to Public Service managers to ensure the well-being of employees as well as the job of installing micro-electronic equipment in the federal workplace. **Ergonomics seeks to adapt the work environment to the worker.**"

Unions/Safety

"Consultation with employees and their unions is essential in any effort to improve productivity. In the Public Service, we are fortunate to have a permanent forum for regular union/management consultation, namely the National Joint Council. The NJC is responsible for making recommendations on health and safety standards.

"Earlier I announced an agreement between government and union representatives, to include 16 health and safety standards, based on Canada Labour Code regulations, in Public Service collective agreements. This gives them the same legal status as articles of a collective agreement with an accompanying legal redress

procedure, including Public Service Staff Relations Board adjudication."

Recent initiatives

"The Professional Institute is one of three Public Service unions participating in our Quality of Work Life — QWL — program. Quality of Work Life is organizing work to enable employees to actively participate in shaping the organization's environment, methods and achievements.

"The government believes that it has a responsibility to actively promote the elimination of all forms of discrimination, not only because discrimination is morally objectionable and, of course, illegal, but also because it simply is not consistent with optimizing productivity.

Equal opportunity

"In June, I announced all departments of the Public Service are to undertake an affirmative action program designed to eliminate systemic as well as overt discrimination and to ensure that women, indigenous people and handicapped persons are represented equitably in the Public Service.

"The other initiatives are policies on personal harassment in the workplace and the elimination of sexual stereotyping from government communications.

Staff training

"Another area of importance is training. We spend more than \$200 million annually on training for federal public servants. To ensure training is effectively managed, Treasury Board has revised the staff training policy and has also implemented a new administrative structure to clarify management's responsibilities to ensure public servants receive appropriate training."



It was a great refresher!

Millhaven CX Kerry Burtch was one of the participants in a recent CX refresher training course in Kingston. To show the class' appreciation for their instructors and management, Kerry presents Regional Executive Officer Don Clark without a bouquet of flowers.

Prairies Region Weapons Competition

PRAIRIES — The Second Annual Inter-Service Weapons Competition was held on Sept. 25, at Camp Wainwright, Alberta.

Two Teams from each of the following attended the Weapons Competition:

Edmonton City Police Department
Correctional Service of Canada, Edmonton Institution
Canadian Armed Forces, Airborne School, Wainwright, Alberta

For the second year, The Correctional Service of Canada, Edmonton Institution Team won the competition with a total score of 627. The Team Members were:

CX-4 J. Thompson CX-4 R. Harvie
CX-2 D. Thompson CX-2 D. Cole

The other team from Edmonton Institution took second place with a score of 602. This team consisted of:

CX-4 S. Schiweck CX-4 D. Akey
CX-3 E. Howard, Sr. Admission & Discharge
WP-2 V. Barteaux, Recreation Officer

Third place was won by Edmonton City Police with a score of 578 and the Armed Forces took 4th place with a score of 484.

J. Thompson of Edmonton Institution won the High Individual Rifle award and S. Schiweck, also of Edmonton Institution won the High Individual Handgun award.

Our congratulations to everyone for their excellent performance, said Denis Augert, assistant warden administration at Edmonton Institution.

Cash awards for staff



Russ White, Edmonton Institution plant superintendent, receives a cash award from Warden Bob Benner.

Two cheques and a certificate!

Edmonton Institution Warden Bob Benner (right) presents Russ White, plant superintendent at the institution, with two cheques totalling \$1095 and a Commissioner's Certificate of Appreciation recognizing two suggestions he made, on Sept. 15. The first concerned the installation of different lamps in cell night lights which effectively reduced lighting to an acceptable level, and prolonged the life of the lamp thus reducing maintenance and parts costs. Russ's other suggestion involved moving a roof-mounted photo cell from the main installation to the main gate which is outside the fence area and thus prevents inmate access and tampering during a possible escape attempt. Savings as a result of the suggestions amounted to \$8,238.

Russ joined the Service in March 1978 as a living unit officer at Edmonton Institution after 20 years service with the Canadian Armed Forces. He transferred to Technical Services as an electrician and was later promoted to senior maintenance tradesman. Later he became plant superintendent.

• More awards on page 2



Laval Family Visiting Program a success

Seated beside one of two trailer units used for private family visiting are Guy Guilbault, head social development, at Laval Institution and Pierre Bertrand, program coordinator.

• More on page 4

\$50-million renovation/expansion for Bowden Institution

Alberta's medium-security Bowden Institution will nearly triple in size after a \$50-million renovation and expansion of facilities is completed in 1986. Offender capacity will be boosted from 150 to 400, said Ken Hickford, assistant warden, technical services. The renovation which is "close to 100%," includes five 80-person living units, a gym, cafeteria, industries-storage building, combination hospital-segregation facility, food processing plant, greenhouse and sports field. Although three new 80-person living units are expected to be open by 1985, Bowden has erected a temporary living unit to boost the prison's capacity to 282 offenders in the interim. Construction is expected to begin soon on a \$2-million farm operation to be built by offenders under supervision of Public Works Canada. The farm will employ 60 offenders and will produce frozen french-fried potatoes and milk for CSC prisons in Alberta and British Columbia, says Bob Hanna, assistant warden, industries.

Mock emergency calls for military at Mission Institution

Over 100 soldiers, mostly military engineers, and eight vehicles from Canadian Forces Base Chilliwack, B.C., took part in a joint exercise at Mission medium security institution Oct. 20-21 as military and CSC staff staged a "mock emergency." The military engineers have three primary roles: to train personnel, to provide administrative and statistical support within the military, and to assist CSC in special emergencies. The scenario at Mission involved an attempted breakout by high profile inmates aided by people on the outside. The military were called in for assistance at 2 p.m. to provide perimeter security for Mission. Troops were on the scene until 10 a.m. the following day. Initial reports indicate the training session went very well.

Let's Talk

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Vol. 8 No. 21 November 30, 1983

Edmonton opens new isolation wing

PRAIRIES — In unveiling a new \$2.8 million dissociation (isolation) wing at Edmonton maximum security institution, Warden Bob Benner told an Edmonton Journal reporter, Oct. 6 that, "Edmonton couldn't operate without an isolation unit to segregate inmates from the general population."

Inmates can be sentenced to 23-hour-a-day lock-up for up to 30 days for offences ranging from assault, property damage and possession of articles not authorized by the institution to refusing to work, wasting food and using disrespectful, indecent or threatening language.

Inmates sentenced to dissociation forfeit such privileges as use of television, radio, recreation, arts and crafts, library and canteen. Their mattress, pillow and blankets are removed from the cell during the day and they are allowed only one hour of exercise in a small, brick-walled exercise yard, Benner said.

The sentences are adjudicated weekly by an independent Citizens' Advisory Board chairperson, the Edmonton warden emphasized.

Claire Morrison, Edmonton Institution's independent chairperson, said that if warnings and loss of privileges and good behavior time have no effect on a prisoner's behavior, he is forced to impose a sentence of isolation.

"You cannot inflict corporal punishment. If the prisoner refuses to abide by the rules of the institution, dissociation is the only real deterrent."

Benner said the institution keeps about 40 prisoners — about one-fifth of the total population — in dissociation at any one time, but only about six are held as punishment in

"punitive dissociation" cells.

The new 48-cell unit also serves as a "mini-remand centre" for inmates from other institutions awaiting court appearances in Edmonton, he said.

It is also used to house inmates who need protection from other inmates and to house inmates who don't get along with other prisoners. Such offenders are locked in

dissociation for indefinite periods — to be reviewed periodically by regional and NHQ security staff — for "the maintenance of good order and discipline of the institution."

Benner said the new unit which began accepting offenders Oct. 25, is the "best of its kind" in Canada.



Staff tour dissociation unit

Staff from Edmonton Institution, Grierson Centre and Edmonton District Parole and their families toured the newly constructed dissociation unit at the Edmonton maximum security facility Oct. 9. About 100 people attended and "all seemed to appreciate this opportunity as well as find it most interesting and informative," said Denis Augert, assistant warden administration at the institution. "This event may become an annual affair to allow the families of staff to become more familiar with the institutional work environment, and more informed about prison routine," Augert added.

Offender Programs Conf. a "triple header"

NIAGARA FALLS, ONT. — This year's National Offender Programs Conference tried out a triple-threat new format that proved "amazingly successful." It crammed into four days an exchange of ideas with the private sector, discussion among CSC Offender Programs staff, and a presentation of projects to senior staff, said Drury Allen, chief, community release. The annual meeting held Oct. 18-22 at Niagara Falls, Ontario, involved "three conferences in one" with over 100 Offender Programs staff attending from across the country.

The Offender Programs conference was planned to coincide with the 8th annual APPA Institute (American Probation and Parole Association), 29th annual POAO (Probation and Parole Officers Association) Conference on the Future of Community-Based Corrections: Strategies and Training, and the Offender Programs Management Team meeting.

"This provided CSC delegates with two to three days to identify concerns and discuss proposals with both the public and private sectors, from all over Canada and the U.S. We then talked key issues over among ourselves in functional workshops, finally regrouping and focussing on what we wanted to present to the Offender Programs Management Team meeting," Allen said. It is a very effective way of ensuring that field concerns are brought to the decision-makers in a quick and effective manner, he noted.

• More on page 3



Marjorie David

Leaves for new post

OTTAWA — Effective Nov. 19, Marjorie M. David, director general, Education, Training and Employment Branch, will be leaving to take up an appointment at Customs and Excise, Revenue Canada, as Director General, Corporate Planning.

Marjorie, who joined CSC as director general in February 1979, told Let's Talk she has enjoyed working with CSC "immensely for these past six years. I have learned a lot and I hope that, in some small way, I have made a contribution."

She thanked CSC staff in the regions and at NHQ for their past support and wished the Branch the "very, very best in the future."



Crime Prevention Week

The public is asked to help by Solicitor General Bob Kaplan

• see page 4



Correctional Service
Canada

Service correctionnel
Canada

Canada

Newsmakers in the Regions and NHQ

Prairies:

Linda Lee
RMC



Dennis Weir

More Prairie Awards

Dennis Weir, assistant warden, technical services at Edmonton Institution, also won an award for his encouragement of Russ White's suggestions. He received the award from Warden Bob Benner, Sept. 25. Supervisors who handle suggestion award applications from their staff quickly and efficiently, and according to the guidelines are eligible for Commissioner's Certificates of Appreciation such as the one received by Weir, says Yvette Browne, NHQ Awards Coordinator.

Watch Let's Talk for more staff awards from other regions to be announced soon!

Joe Butler receives cash award

Bowden Institution laundry manager Joe Butler received a cheque for \$445, and a Commissioner's Certificate of Appreciation for his suggestion to provide laundry services to Canadian Forces Base Penhold. This enabled Bowden Institution to increase inmates' output in the institutional laundry, thus saving money for Penhold. The suggestion qualified Butler for a cash award because of the net savings to the Crown of \$3,089. Warden Ray Desrochers made the presentation.

Joe joined the Service at Bowden in 1975 as a clothing supervisor following 15 years service in the supply technical division of the Department of National Defence. He was promoted in 1979 to laundry manager.

John Siemans also qualified



Joe Butler, left, receives cash award from Warden Ray Desrochers. John Siemans is in the middle.

as a winner for his role in supporting Joe Butler's suggestion. The supervisor of institutional services

at Bowden received a Commissioner's Certificate of Appreciation from Warden Ray Desrochers.

Quebec:

Gaston Pelletier
RMC



Operation Courage collects \$2500.

The Operation Courage marathon was a big event in the Region this year. Held annually for the benefit of crippled children, Operation Courage attracted 111 runners and walkers from Quebec and Ontario Regions. The Quebec team comprised 26 runners who started the first leg of the marathon which ended in Laval. Pledges amounting to \$2500, were collected. Above, Alain Lepage, Correctional Staff College instructor and Quebec coordinator for Operation Courage, presents a document commemorating the event to Guy Richard, a member of the City of Laval council, while Jean-Claude Perron, REO, looks on.

Ontario:

Dennis Curtis
RMC



CX Liz Bongers from Warkworth and retired officer Bernie Fleming manage crowds at the CSC exhibit.

Pacific:

Tom D'Aquino
A/RMC



Thirty-seven golfers from all areas of local Law Enforcement and Corrections agencies took part in the Pacific Region tournament, Sept. 16. The winners: Ray Irvine, Matsqui; Ralph Huston, Matsqui; Harold Grouette, Mountain; Greg Robertson, Regional Headquarters.



Runners up: Wally Skillings, Al Byman, Chris Conway, and Jim Murphy, all from RHQ. Low gross winner: Guy Parker, Regional Psychiatric Centre. Runner up: Harold Grouette, CSC Mountain Institution. Low net Winner: Jim Murphy, RHQ. Runner up: Glen Cross, RHQ.

Atlantic:

Art Robson
RMC

Atlantic welcomes Nfld. CAC committee

Deputy Commissioner Bob Clark and the regional manager, communications, Art Robson were on hand Oct. 20 in St. John's, Nfld., to do the honors at a dinner celebrating the newest Citizens' Advisory Committee to come on stream in the Atlantic Region. The Newfoundland committee will work with the St. John's district parole office headed by Tom Sharpe.

The five CAC members, all from St. John's, were presented with certificates of appreciation signed by the Commissioner in recognition of their efforts on behalf of the new Committee. They are: John Fagan, chairperson; Wayne Smith, executive director, Alcohol and Drug Dependency Commission; Norman Whalen, barrister; Lieutenant-Colonel Albert Browning, Divisional Commander, The Salvation Army; and Colin Flynn, crown attorney, Department of Justice.

Sister Virginia Turner, regional chairperson of the Atlantic Citizens' Advisory Committee, also attended to give orientation training.

CNE Exhibit — "bigger and better"

The CSC display at the Canadian National Exhibition in Toronto gets bigger and better every year. This year close to half a million people visited our display in the Canada Pavilion.

The exhibit was staffed by retired officers Bernie Fleming, Harold Mills and Ed Tousignant; correctional officers Liz Bongers from Warkworth; Tom Rathwell, Kingston Penitentiary; and Dennis Bowen, Joyceville Institution; parole staff from the Toronto area and printing instructors Jim Lawrence and Robert Desjardins from Saskatchewan Penitentiary and La Macaza Institution, respectively.

For the first time, several parolees were involved in the display, running the printing press and answering general questions. John Hawley from Beaver Creek Correctional Camp received a temporary day parole to Keele Correctional Community Centre and spent the entire run of the Ex producing a painting.

Artifacts from the CSC museum in Kingston were probably the hit of the exhibit, together with the mock-up of a prison cell and a new National Film Board videotape production *Beyond the Walls*.

The uniformed officers on duty were busy almost continuously answering a barrage of questions on everything from inmate meals to careers in corrections. A surprising number of people looked into the cell from the outside and remarked, "it doesn't seem too bad." However, when invited to step inside they were most reluctant. The visitors included people from all around the world, including many who worked in corrections and a number of ex-inmates.

Solicitor General Bob Kaplan officiated at the opening ceremonies for the Canada Pavilion and visited all of the exhibits. Of the approximately 40 government exhibits, ours was certainly among the top five from the point of view of public interest.

Major goal: new offender community-based programs

Three major thrusts

• From page 1

Atlantic Wins Gold Apple Award — again!

For the second year in a row the Atlantic Region has captured the Gold Apple Award for "the most outstanding performance in Offender Programs." Atlantic won because of their "major impact — despite their size." They did the most with the fewest staff and funds, said **Drury Allen**. **John Gillis**, regional manager, Offender Programs in the Atlantic, received the award on behalf of his colleagues.

1. Special Community-Based Initiatives

This is going to be an important — and decisive — year for Offender Programs Branch. Deputy Commissioner **Gord Pinder** told delegates. He emphasized the significance he gives to a new community-based support systems for offenders which the Offender Programs Branch will be expanding this year.

"You and I have been working a long time toward an aggressive, proactive offender program like the one we're proposing to accomplish now."

"I would like to see dramatic initiatives begin immediately. There has been a major injection of funds for these community-based projects, so now it's up to us. This is our chance to put our money where our mouth has been. Funds are presently being distributed to regions so these initiatives can get underway without delay."

The following areas are slated for new proposals:

- Sex offender programs
- Drug and alcohol programs
- Special Handling Unit dangerous offender programs
- Community-based programs thrust — community residential centres, private homes, agency supervision
- Suicide prevention programs
- Female offender community support
- Native support programs
- Out-service training for parole officers and psychologists.

2. Computerized systems

Second was discussion on Phase 1 of a plan, "Automation Parole Offices" which will be happening in the near future.

Basically Phase 1 involves delivery of hardware — terminals and printers for all operational parole units, followed by staff training in two computer activities — the Retrieval of Inmate Profiles and the use of electronic mail.

Phase 2 is a pilot project to develop a computerized system for recording relevant post release information on all offenders under the jurisdiction of CSC. This involves screens of information, which will appear on the computer and which will allow parole staff to enter, update and record information on the status of each of their clientele, said Allen.

3. Guidelines for release

The third major objective for Offender Programs is to develop guidelines for release. A pilot project is presently underway to look at the relevance of certain types of information in conditional release assessments. Staff will be asked to review this assessment tool, to compare it with the other models of parole assessment, and then evaluate its applicability to Canadian corrections. This should be completed by April, 1984, Allen said.

Other important subjects discussed at the conference included:

- Penitentiary placement guidelines and identification of security and risk factors involved
- The transfer process and reclassification matrix
- Streamlining of case preparation procedure for certain offenders — non-violent, short-term
- Preparation of support systems and more of a community focus for released offenders.

National Chaplains meet to discuss quality pastoral services

OTTAWA — The development of an esprit de corps and quality pastoral services in all CSC institutions were the priorities challenging the National Chaplaincy Conference, Oct. 16-20, Chaplaincy director, Rev. **Murray Tardiff** told *Let's Talk*. Over 110 chaplains and observers attended the three-day conference which participants termed "the best ever."

The 73 full-time and part-time chaplains found the conference particularly helpful because it was the "first opportunity for them to meet, share pastoral experience in prison ministry, and to study together" since the January 1982 Memorandum of Understanding between CSC and the Churches of Canada put chaplains under contract.

About half the chaplains were new to CSC as contract chaplains so the group activities of breakfast, morning worship and social evenings strongly contributed to the success of the conference by drawing everyone together, Rev. Tardiff noted.

Gordon Pinder, deputy commissioner, offender programs, welcomed the chaplains to the conference and launched the group discussions and workshops which focussed on key issues and concerns.

One workshop discussed the recent phenomenon of new religious groups making prison visits, as well as new religions among the inmate population.

Native spirituality was the theme of a three-hour workshop on native offenders' needs and the role of chaplaincy. An afternoon workshop on the "Spiritual Aspects of Chaplaincy" offered time for reflection on the chaplain's unique pastoral role in a correctional setting.

Issues related to the Charter of Human Rights and CSC were discussed in a workshop led by Human Rights Commissioner **Gordon Fairweather**. Small discussion groups with resource people dialogued on Para-Church organiza-



The National Chaplains Conference in session

tions; Suicide, Force, and Violence; Drugs and Proselytization.

Commissioner **Yeomans** addressed the evolution in CSC Chaplaincy over the last five years, and thanked the chaplains for their work. He also urged them to challenge erroneous myths about prisons in the community, Rev. Tardiff said.

The Commissioner hosted a noon-hour reception and luncheon for the chaplains, their wives, SMC members and Offender Programs directors. Solicitor General **Bob Kaplan** briefly joined the reception and answered questions posed by the

assembly.

The Interfaith Committee on Chaplaincy in CSC, represented by 13 members, discussed the relationship between the churches and the chaplains, and the unique concern of being "a staff person for operational purposes — and at the same time on contract to a church body with the consequent clash of functions and line authorities."

The conference ended with the chaplains meeting in their regional groups to plan regional workshops to follow up issues raised, and to prepare for the 1984 Annual National Workshop.

Let's Get It Straight

Al Wrenshall's Farewell

Let's Talk incorrectly reported in the Oct. 15 issue (Vol. 8 No. 18) that the stereo "ghetto-blast" presented to **Al Wrenshall** was a gift from the Inspector General's Branch — when in fact the retiring Inspector General's friends from the Senior Management Committee, and many other branches contributed as well. *Let's Talk* also learned that Wrenshall received a gift of an oil painting of his farm at a special party for him given earlier by the Inspector General's Branch.

Tony Martin didn't write it

In *Let's Talk* Oct. 30 issue (Vol. 8 No. 19) on the Regional Page, we incorrectly attributed the "Ripple Syndrome" story to **Tony Martin**, RHQ finance in the Pacific Region. Tony informs us he is blushing. He cut out the story from the Correctional Industries Association newsletter to send to us — but he didn't write it.

First National Native Liaison Workshop stresses cultural awareness

CALGARY — The Prairie Region should be congratulated for organizing and hosting the inaugural National Liaison Workshop in Calgary, Oct. 4-6, **Allan Mason**, NHQ coordinator and chairman told *Let's Talk*.

"They did a great job in officially launching this important event dedicated to widening the horizons of native liaison workers."

The workshop was called in response to a request by CSC's Native Advisory Committee for annual get-togethers to provide the liaison workers with a chance to meet the committee and representatives from the parole board.

Native liaison workers must wear many hats, Mason noted. They work with parolees out in the community, and with inmates inside prison assisting them in preparing for their parole.

Two senior parole board members attended as resource persons — **Kathy Lewis** from British Columbia, who is a Native, and **John Bissett** from the Prairies.

Kathy Lewis explained the various steps considered by the parole board when granting parole, and discussed with the liaison workers the guidelines used by board members. Problems native parolees have in meeting the conditions of their parole were a concern. For example, native offenders who usually wish to return home for a visit, often do not double check the conditions of their parole — they are not allowed to leave certain areas without first notifying their parole officer. The result is many native parolees break their parole conditions because of such misunderstandings.

The Band administration on Indian reserves, which is often overlooked, could be a useful resource for native parolees. The parole board is becoming more aware of this resource factor now. Sensitizing parole board members to the special problems of native parolees is an important part of such workshops, Mason said.

Native offenders tend to fall into a grey area which is one of the problems native applicants must deal with. The workshop looked at ways to identify the social and cultural problems faced by many parolees right at the outset when the Native's IPP (Individual Performance Plan) is being prepared.

"The parole board isn't always aware of the native person's special problems. Cultural awareness is needed — on both sides," Mason said.

Dr. Joe Couture of Edmonton presented his paper on *Transitional Aboriginal Spirituality and Religious Practice in Prisons: Its Policies and Procedures*. "It was a wonderful opportunity to test his paper, discuss its ideas and obtain coast-to-coast feedback," Mason said. He also pointed out that a Commissioner's Directive on native spirituality and culture will soon be in its early developmental stages. It will be coordinated by **Al Mason** in direct consultation with CSC Chaplaincy and **Dr. Couture**.

Dr. Laurent Isabelle, CSC's new director of education, also met and talked with the liaison workers, and his enthusiasm and determination were inspiring for the group, Mason said.

Family Visiting boosts morale and motivates offenders

• From page 1

By Michel Lauzon, Assistant RMC QUEBEC — The private family visiting program at Laval has been so successful the occupancy rate is now running at over 80 per cent, says **Guy Guilbault**, head, social development at the maximum-security institution, in a recent interview.

In operation since June 10, this new Laval program "started up slowly" as offenders got used to the idea, and began making arrangements for their families to make 48-hour visits to a trailer home parked inside Laval's walls.

Laval has both a general population and protective custody unit which "must, of course, be kept separate so we developed a formula of two weeks family visiting for the general population to one week for the protective custody population. It works very well," Guilbault notes.

Eligibility requirements for the Laval program are the same as those for other institutions across the country: offenders must have been in prison for at least six months; not eligible for day parole or the unescorted temporary absence pro-

gram; not in a special handling unit or in punitive dissociation and; not guilty of a serious offence in the last six months, or of a minor offence in the last three months.

Laval inmates who are eligible are entitled to a private family visit every three months.

Besides raising the morale of inmates and their families, the program motivates offenders to improve their behavior, adds Guilbault.

Pierre Bertrand, who coordinates family visiting at Laval and is one of seven members of the institution's visit and correspondence team, took us on a tour of the facilities. Each unit contains a modern, attractive kitchen, a sitting-room and two bedrooms. Everything for a 48-hour stay is here.

It's easy to understand the surprise of the inmates and their families when they arrive — after having spent five or six years in a penitentiary with only formal visits from their families. "Sometimes they can hardly believe their eyes when they see where they will spend two days with members of their families," says Bertrand.

Let's Talk About People



Paul Jacks

FOR THOSE OF YOU who haven't already seen him, here's a photo of Elbow Lake Institution's new superintendent, **Paul Jacks**. Paul is an old CSC hand with some 16 years of service. His previous appointment was as acting assistant warden, Offender Programs at Matsqui Institution in B.C. for seven months. He was acting superintendent at Elbow Lake for six months before being officially appointed to the post at the minimum security forestry camp Dec. 23, 1982. **Sepp Tschierschitz**, previous Elbow Lake superintendent, is now assistant warden, Offender Programs at Matsqui.

André Lapointe, 58, a CX-COF-1 at the Federal Training Centre in Quebec, died Oct. 22 following a long illness. Mr. Lapointe had worked at the FTC since he joined the Service in March, 1967.

The Retired Federal Prison Officers Association of Manitoba held their annual banquet in Winnipeg Oct. 29. The retired officers keep in touch with regular activities such as Monday morning bowling and an upcoming arts and crafts show.

YOUR JOB

Did you know that you are required to sign your job description to indicate your acknowledgement of the duties and responsibilities assigned to your position, and those which you are required to perform? Your supervisors are also required to sign your job description certifying that your duties are accurately described, and up to date. You can obtain more information on this subject from your Regional Chief of Classification or NHQ classification officers.

lets talk

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Helen Gooderham
Editor

Erik Gustafsson
Staff photographer

Crime Prevention Week Nov. 27 - Dec. 3

Citizens urged to join fight against crime

ATLANTIC — "The police can't bear the entire burden of crime control and prevention," Solicitor General **Bob Kaplan** told the 17th annual gathering of the Atlantic Provinces Corrections and Criminology Association Nov. 2. Citizens should be urged to take part in such community-based programs as Neighborhood Watch. We must add a new dimension which directly involves the public acting out of a sense of community, he said, but he made it clear he did not support vigilante groups.

Conventional approaches to policing and corrections have taken us about as far as they can. Even if more of the same would increase our effectiveness, and I'm not sure it would, the costs would be enormous, he noted.

National Crime Prevention Week will be marked from Nov. 27 to Dec. 3 this year, and Kaplan said that to underscore his personal commitment, he is establishing Solicitor General's Crime Prevention Awards to acknowledge worthy crime prevention efforts by citizens and organizations.

"A strong partnership between all segments of the public and criminal justice officials will not by itself solve the problems we face, but it is clearly the most promising base on which to build solutions to crime in our society."

He cautioned that innovative approaches to prevention hinge on the tolerance of the community toward such programs. He urged his audience, many of them employees of his department, to help in creating a climate of public opinion that will support new programs.

His department, said Kaplan, has made \$4 million available to encourage participation by national voluntary organizations in the criminal justice system.

"I am interested," he said, "in developing a general policy framework which would integrate their efforts with those of my ministry."

He praised the work of the Crime Prevention Through Public Awareness project operating in the Sydney area, and the community-based approach to criminal justice in London, Ontario.

Like to participate in crime prevention?

- Contact your police for information on groups to join and how to protect yourself and your neighbors.
- Join Neighborhood Watch, a mutual aid program of neighbors watching out for neighbors. Organize one in your neighborhood!
- Take part in Operation Identification — and discourage theft of valuables from your home by marking them with an electric engraver. You can do this by contacting your local police or civic group.
- Send for brochures on crime prevention — The Good Neighbors Crime Prevention Handbook, Operation Identification, Neighborhood Watch, etc.
- **Phone the Solicitor General's Department at (613) 995-4811, or write them at The Ministry of the Solicitor General, Programs Branch, 340 Laurier Avenue West, Ottawa, K1A 0P9.**
- You can also write for information to Canadians for Crime Prevention, P.O. Box 1081, Station B, Ottawa, K1P 5R1.

Stony Mountain Jaycees "Most Outstanding Penal Unit"

In recognition of their efforts over the last eight years, the Stony Mountain Jaycees have captured six mid-Canada and three national penal awards, the most prestigious being the **Brian Thorgrimson** Award honoring Canada's "Outstanding Penal Unit." The award was donated by Stony Mountain Jaycees in recognition of Thorgrimson who spearheaded the Stony Mountain Jaycee movement since it began. The Stony Mountain unit has raised \$20,000 for charity since it was chartered. Its ninth fund-raising year began with the annual Walk-a-thon Sept. 10 — a 30 km trek near the prison.

Number of women in management to double says Treasury Board President

OTTAWA — Treasury Board President **Herb Gray** announced Oct. 13 that a target has been set to double the number of women in the management category of the federal Public Service over the next five years.

The number of women in the management category will increase from the current level of 217 to some 475 by March 31, 1988.

The decision to double the number of women managers is part of the Public Service affirmative action strategy announced in June, 1983. Under this strategy, all departments and agencies of the Public Service of Canada are to implement affirmative action programs, based on Treasury Board guidelines, to ensure more equitable representation of women, indigenous people and handicapped persons.

The guidelines require that action plans be developed for implementation by April 1, 1985.

Mr. Gray said: "I want to emphasize that numerical targets are not quotas. The merit principle will still prevail in all Public Service appointments."

To ensure that more women become managers, the Public Service Commission has established a bureau to assist women in career planning, and to refer them to departments for developmental employment opportunities. This office will, upon request, provide advice on career planning and development to women in the Public Service currently at levels immediately below the Management Category. It will assist departments in identifying women with high management potential and will actively ensure that these women are considered when departments staff managerial positions.

In addition, the Public Service Commission will be establishing a development program to prepare women with demonstrated executive potential for careers in program management and operational jobs.

Have you read?

The Second Report of the CSC Strategic Planning Committee

CSC's Strategic Planning Committee is an independent advisory group formed to look 20 years ahead to forecast developments in criminal justice and their impact on CSC. So if your crystal ball is not in good working order and you're interested in future developments in corrections, the Strategic Planning Committee's annual reports to the Commissioner are a "must".

The Strategic Committee "doesn't attempt to precisely predict the future," says **Dr. Jim Vantour**, chairman of the Strategic Planning Committee. Rather it develops descriptions of possible alternative futures and probable changes in society having implications for CSC. This information is a critical component in CSC planning, facilitating the development of programs flexible enough to adjust to a range of alternative futures.

The **Second Report** discusses demographic trends, Native Offenders, the Federal-Provincial Division of Responsibility in Corrections, and a Future Inmate Profile.

The **Third Report** to be published soon, identifies three major trends that represent "warning signals" — the "liberalizing" of institutions, classification and management of inmates, and the "opportunities approach" correctional strategy.

The Second Report (1982) is available now. Write Dr. Jim Vantour, CSC Strategic Planning Committee Chairman, The Correctional Service of Canada, 340 Laurier Avenue West, Ottawa, Ontario, K1A 0P9, or call CSC Publications at (613) 995-3031.

Knuckles:

By Harold Paquette



Season's Greetings

**Best wishes
to all
CSC staff**

**"Well done — we can all
take pride in what we
accomplished in 1983"**

• Commissioner's Christmas message
on page 3.

This year's official CSC Christmas card was drawn by inmate Ron Paypompee of Stony Mountain Penitentiary, Manitoba. It was printed by inmates working in the La Macaza Institution, Quebec, print shop.



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Let's talk



Vol. 8 No. 22
December 15, 1983



New warden Neil Corcoran

Springhill's new warden

ATLANTIC — Neil Corcoran became the new warden at Springhill Institution in a full regalia change-of-command ceremony, Nov. 3, at the medium-security facility. He replaces Al Stevenson who is now warden of Stony Mountain Institution near Winnipeg.

The investiture included an inspection of the honor guard, the presentation of the ceremonial institutional key to Corcoran, the signing of the official document making him warden of Springhill, and the pinning of rank insignia by Commissioner Yeomans.

The official change-of-command ceremony included Jean Charron, Assistant Deputy Solicitor General, (Policy); Commissioner Yeomans; Bob Clark, Atlantic Deputy Commissioner; Springhill Chaplain Rev. Pierre Allard and the new warden, Neil Corcoran.

Corcoran was with the Newfoundland Department of Education for 13 years before joining CSC. In December 1979, he became assistant warden, Education and Training at Dorchester Penitentiary and has been acting warden at Springhill since June 1983.

U.S. prison industrial operation pays for institution and makes a profit

LAKE PLACID, New York — When 40 industries staff who were attending CSC's National Industries Conference in Cornwall, Ontario, took the day off Oct. 18 to visit Raybrook Federal Correctional Institute in Lake Placid, they were surprised to find that Raybrook's industrial operation pays for the costs of the total institution, and also makes a profit, said Tony Martin, regional chief financial systems and procedures, RHQ Pacific.

"We were very impressed with Raybrook's pay plan and industrial profits, and with the sense of pride and professionalism which was apparent everywhere. It played a large part in the success of their total operation," he noted.

• See Industries Conference page 2

Staff awards

Four more staff were honored with awards under the unified CSC/Treasury Board awards program.

- Dennis Halsall, Collins Bay
- Ken Ferguson, Springhill
- Marg Ruttan, Prison for Women
- Wayne Langille, Springhill

• See AWARDS, page 3

New staff lounge opens

at National Correctional Staff College

• See page 4

Showcase '83 a huge success

Arts and crafts by Ontario staff

By Dennis Curtis
Ontario RMC

ONTARIO — The Staff Induction Centre in Kingston was a busy place Nov. 6 when about 1,200 to 1,500 people turned out to do their Christmas shopping at Showcase '83, an arts and crafts show sale, featuring work by CSC staff and their families. It was a huge success!

The original show was held in April and was the brainchild of KP Recreation Officer Rick Lawless. Organization for the fall show was done by Regional Escort Team CX Karl Eckert.

From the moment the doors opened at noon, Ursula Eckert (Karl's wife) did a roaring trade with her beautiful knitwear, particularly the sweaters, ponchos and afghans. Millhaven CX Hans Osterman had a beautiful, hand-made grandfather clock on display. Hans manufactured two of these clocks during the winter, in addition to smaller items.

Collins Bay CX Chris Williams had his paintings as well as two incredibly detailed ship models representing hundreds of hours of

• More on page 2



Shoppers check out large array of crafts



Craft show organizer Karl Eckert talks to customer



Correctional Service
Canada

Service correctionnel
Canada

Canada

Showcase '83

• From page 1

painstaking labor. Parole Officer **Vic Clarke** was there with his beautiful stained glass, tiffany lamp shades and various other items.

Dorothy Klassen, recently retired from the Prison for Women, had several tables loaded down with fine examples of her handiwork. Millhaven CX **John Mulkerns**, resplendent in his railroad cap and coveralls, proudly displayed his collection of railroad memorabilia.

Prison for Women staff ran a bake table that did a steady business, all day resulting in over \$150 being raised for their staff social and athletic club.

There were also several fine examples of paintings, including work by **Rick Lawless** and Collins Bay CX **Terry Miller**.

Twenty separate exhibits were displayed in the gymnasium including paintings, taxidermy, knitwear, woodworking, ceramics, ship models, flower arrangements, dolls, toys, clocks, brass, glass, china, jewelry, dried flowers, Christmas decorations, quilts, stained glass, embroidery and baked goods — all the work of Ontario staff and their families.

Seven area institutions as well as parole officers and RHQ were represented and most people who attended were obviously impressed with the quality of the exhibits. The National Parole Board production *Beyond the Walls* was shown continuously during the day in the hallway, together with a visual display and selection of information leaflets.

CSC looks at "Unicor" pay plan

National Industries Conference

• From page 1

Industries operation makes a profit

Raybrook has two factories which manufacture gloves and printing products, and a third which is ready to open which will produce pyjamas, sheets, pillow cases, etc.

"When we looked at the pay plan we found 'Unicor' inmates are paid hourly rates from .44¢ to \$1.05 per hour. There is no pay for any absences from work, and pay is dependent on satisfactory conduct and production. The aim of Unicor is to produce a quality product, deliver it on time, cover all expenses and make a profit. I think it is significant that their products have a reasonably short life, so that if the quality is good the customers will return. Working conditions are good. Disparity between Unicor wage rates and the other rates is wide enough so there is always a long waiting list of inmates wanting to work for Unicor. Pay rates for non-Unicor inmates go from .11¢ to .38¢ per hour — again dependent on satisfactory results. To be acceptable to Unicor an inmate has to demonstrate a certain educational standing. Education is available and many inmates split their days into half work and half school. All kitchen staff work on this basis, noted Martin.

Raybrook has some of the same problems we do because of over-



Industries staff at conference

crowding. There are more cleaners available in the units than are required. However, when the job is satisfactorily finished, offenders may take part in recreational activities. There is a weekly competition for the cleanest unit and the winning unit gets some perks such as being allowed out first for the "chow" line.

Raybrook initially housed athletes for the February 1980 Olympic games, but now is somewhat overcrowded with 780 inmates which has necessitated double bunking in some areas. A great incentive is provided to keep the cells clean. Offenders who have singles are moved to a double bunk cell if their rooms are not properly maintained — and they know it takes at least six months before they will have another chance at a single.



Former Director General Marjorie David receives gifts at farewell "roast-toast."

"Productivity" key word at Conf.

ONTARIO — "Contribution to Overhead: A Reality" was the theme of this year's annual National Corcan Industries Conference held at Cornwall, Ontario, in the Transport Canada Training Institute Oct. 17-19. About 40 industries staff attended, and Industries Director, **Earl Fox**, presided.

Gerry Hooper, director general, Education, Training and Employment Branch, stressed that Corcan's top priority is productivity. He also pointed to the recent introduction of quality control measures and improved product development "as essential elements of a new industries strategy."

In a lively question and answer period, Senior Deputy Commissioner **Roma Bertrand** discussed industries issues ranging from work standards to hourly pay. Group sessions were chaired by **Mel McNaughton**, Ontario; **Dick Sheppard**, Prairies; **Brian Stacer**, Pacific; and **Gilles Pelland**, Quebec.

Following a one-day tour of the US prison at Raybrook, near Lake Placid, N.Y.S., the CSC group went in to Lake Placid for dinner. Highlight of the evening was a roast-toast and presentation to former Director General **Marjorie David**, handled ably by **Colin Crutch**, Pacific; **Lyle Ehman**, Prairies; **Jean-Marie Angrand**, Quebec; **Doug Dooher**, Ontario; and, **Vince Thomas**, Atlantic.

Quality education from literacy to university New Education Director

OTTAWA — Solicitor General **Bob Kaplan** announced Nov. 17 that Dr. **Laurent Isabelle** has been appointed director of education for The Correctional Service of Canada.

Dr. Isabelle, 55, who has already assumed his duties, had previously been President of Algonquin College in Ottawa for nine years.

A native of Saskatchewan, graduating from the University of Ottawa with a doctorate in psychology in 1961, Dr. Isabelle has held several positions with that university and has also acted as consultant for various universities across the country. He is a Fellow of the Canadian Psychological Association.

One of his major priorities with the CSC will be to develop and implement the revised education program for inmates.

His mandate at the CSC is to provide high quality education at all levels, from literacy to university, for inmates across the CSC's five regions, thus allowing inmates to continue their education while moving from one institution



Dr. Laurent Isabelle

to another and between the various regions of the country.

"Not all inmates volunteer to further their academic education," noted Dr. Isabelle, "and some inmates learn valuable vocational skills in various occupational activities inside the institution. I would like to see this vocational and on-the-job training given greater recognition in pre-employment and apprenticeship programs in the community."

First national conference

Operational Information Services

OTTAWA — Operational Information Services (OIS) held their first national conference, Oct. 3-6 at the Bryker Data Systems headquarters in Toronto where CSC's mainframe computer is located. About 30 attended from the regions and NHQ Branches.

Doug McMillan, OIS director, and other division heads discussed major operational information services, hardware, communication systems, and life cycle systems.

Workshops provided basic training on such new programs as MM electronic mail, 1022 DBMS data base management system, NYPLAN spreadsheet calculator, and MUSE text editor.

Terminals had been installed for delegates who were invited to apply principles learned during the workshops.



Operational Information Services Director Doug McMillan — practice terminals were provided for staff

Conference coordinator **Pierrette Régimbald** said the "conference was a great success and participants learned many things that will help them complete their daily tasks."

This was a first for OIS, and managers are planning to hold another conference next year. Final decision will be made after analysis of results.

Half a day inside a prison for Quebec RHQ staff

QUEBEC — To help RHQ staff to be more informed about daily routine inside a penitentiary, the Quebec Region communications division offered employees a half-day visit behind bars. About 70 staff accepted visits which were organized to cover four institutions over several months — two to Laval, one at the Correctional Development Centre and one at Leclerc Institution.

Comments from staff were all favorable. They found it especially interesting to meet people they knew

only by phone contact, and to see for themselves prison routine they had only heard about in an abstract way.

Credit for the success of the program goes to the institutional staff, particularly the resource persons who conducted the staff tours — **Gilles Bugeaud**, Laval; **René Gendron** of the CDC; and **Robert Riopel** and **Justin Griffin** of Leclerc Institution.

More tours are expected to be arranged soon, and the program will be completed in January.

lets talk

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Editor

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New in the Ministry Library

By Colleen Wetmore,

Acting Reference Coordinator

Our computer systems are producing a list of new books and materials recently purchased by the library. This *Acquisitions* list will keep you informed of the latest additions to our collection. It will include books on corrections, criminal law enforcement, parole, personnel, administration and management, as well as govern-

ment publications and legal materials. The materials are alphabetically arranged under nine broad subject areas. Included with each title is the library call number to aid in locating the book on our shelves.

This *Acquisitions* list is expected to come out on a monthly basis, with the first one distributed to CSC staff before Christmas.

Christmas message to staff from the Commissioner

1983 was a year of continued progress for The Correctional Service of Canada. In spite of the long hot summer, we experienced no major incidents, thanks to the increasing professionalism of our staff.

During 1983, we placed increased emphasis on training our staff, and that emphasis will continue into 1984, with particular attention being given to supervisors and managers. Well-trained supervisors make better leaders, and keep their staff better informed.

Keeping you all better informed about what is happening in the Service is a particular priority for 1984, and new activities designed to help convey timely information to you all will be implemented soon.

The continuing successful improvement of the Service is the result of the hard, diligent work of thousands of you across this country. We can all take pride in the results!

Kay joins me in wishing you all a Merry Christmas and a happy, healthy New Year.

Donald Yeomans
Commissioner of Corrections

Toys for tots

ATLANTIC — The Christmas activity of the Accent on Youth program at Springhill Institution entitled Toys for Tots will be held again this year. On November 18, **Larry Smith**, Social and Cultural Development Officer, presented toys made by inmates to the children's ward of the All Saints Hospital at Springhill, N.S.

Personal harassment "will not be tolerated"

OTTAWA — The Correctional Service of Canada is committed to preventing and eliminating personal harassment in the workplace, says Commissioner **Yeomans** in a statement introducing a CD on the subject, Sept. 8.

Personal harassment is a form of discrimination and won't be tolerated. Every employee has the right to be treated fairly in the work environment free of discrimination and personal or sexual harassment.

What exactly is personal harassment? The CD defines it as any action or behavior by a person that is

- offensive to an employee
- endangers the employees' job
- undermines the performance of that job
- threatens the economic livelihood of the employee.

However, rules, regulations and appropriate performance standards have to be followed, and the insistence of your supervisor in this should not be mistaken for personal harassment.

Sexual harassment

This is a form of personal harassment. It means:

- Any conduct, comment, gesture, or bodily contact of a sexual nature that is likely to cause offence, or humiliation, to any employee.
- Any action which places sexual conditions on employment, or promotion, or an opportunity for training.

According to the CD, employees demonstrating harassing behavior will be subject to sanctions and discipline.

Redress for victims

All CSC deputy commissioners in the regions and at NHQ are responsible for ensuring any complaint about harassment is investigated and responded to immediately — with appropriate action taken to remedy the situation. Complaint assessors have been named to deal with complaints. They will report annually to the Commissioner on all complaints they receive, and how the complaints were resolved.

Who to complain to about harassment?

- The warden of your institution
- The district director in your parole area
- At NHQ — A complaint assessor will be identified soon. Watch for announcement in Let's Talk.
- At the RHQ's:
 - Atlantic — **Gerry LeBlanc**, manager, personnel
 - Quebec — **Jean-Claude Perron**, executive officer
 - Ontario — **Dorothy Williams**, manager administration
 - Prairies — **Paul Oleniuk**, executive officer
 - Pacific — **Doug McGregor**, executive officer.

If you think you're being harassed, or have any questions about this new policy, call the Equal Opportunities office at NHQ (613) 996-1319, or your regional equal opportunities coordinator. They'll be glad to help you locate information, or provide interpretation of the policy.

Two Atlantic staff receive awards

ATLANTIC — **Ken Ferguson**, CX-3 and **Wayne Langille**, assistant shift engineer, both of Springhill Institution were presented with awards honoring their high level of achievement at the Change-of-Command ceremony, Nov. 3.

Commissioner **Yeomans** presented Mr. Ferguson with a Service Commendation for Exceptional Achievement for the high calibre of marksmanship he demonstrated at the 1982 Canadian Forces Bisley Rifle Team in England. He is the first to receive this award which honors staff whose outstanding performance contributes to good public relations.



Ken Ferguson

Above, Ken receives a Service Commendation from the Commissioner



Wayne Langille

Wayne Langille was honored with a Master Shot Certificate for successfully shooting a master score on the service revolver at the 1983 National Weapons Competition.

Certificate for Marg Ruttan



Dr. Lyle Brennan and award-winner Marg Ruttan

ONTARIO — **Margaret Ruttan**, RN and assistant warden, health care services at the Prison for Women received a Certificate of Appreciation, Sept. 27, for her effectiveness in managing the prison's health care system. Marg received the "richly deserved award" from Warden **George Caron** at a special staff meeting.

Said Dr. **Lyle Brennan**, Ontario regional manager, Health Care Services: "Twenty-four hours a day CSC's nurses are on duty to provide inmate-patients with a standard of health care that compares well to that of any other nation. Although institutional physicians, dentists, consultants, technicians and other health para-professionals all contribute in important ways, the key to continuous effectiveness in health care rests squarely on the shoulders of assistant wardens, health care services — like Marg Ruttan."



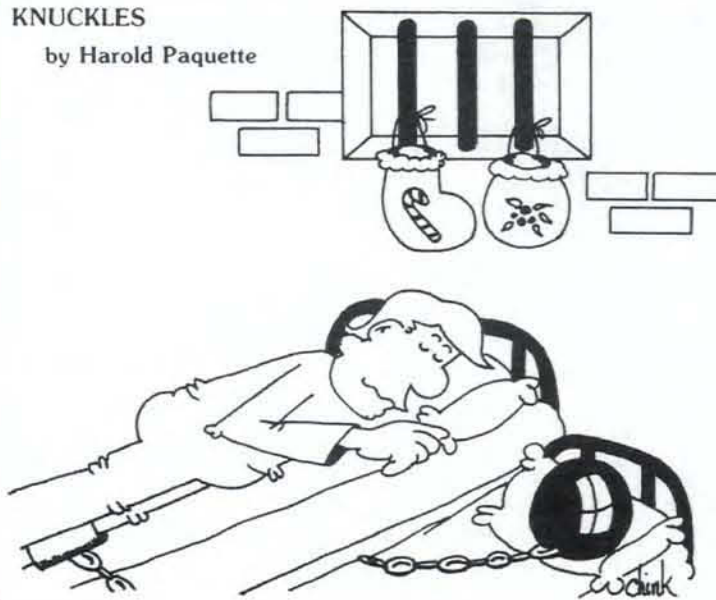
Commissioner Yeomans (left) and Dennis Halsall

Operation Courage organizer honored

The Commissioner had one more happy duty at the Westlake Hall opening (see page 4). He presented a Service Commendation Certificate to CX **Dennis Halsall**, of Joyceville. Dennis is the organizer of the annual "Operation Courage" marathon, which involves staff from Ontario and recently Quebec Regions to raise money for handicapped children. A positive spin-off is the feeling of camaraderie generated between staff, and the good publicity they receive. Dennis puts in many hours of his own time every year in the organization of this event and everyone agreed the recognition he received was well deserved. Four of Dennis' children were present and were obviously very proud of their dad.

KNUCKLES

by Harold Paquette



Briefs

3 Doukhobor inmates granted pardons

Three elderly Doukhobor women who had refused food for 35 days were released October 30 on conditional pardons. Solicitor General **Bob Kaplan** granted the pardons October 29 to the three members of the radical Sons of Freedom Sect who were serving three to eight year sentences in Matsqui Institution, B.C. for arson. The three women started their hunger strike in August, but were force-fed by a doctor for three days in September.

The pardons were granted following weeks of negotiations between the federal government and B.C. Attorney-General, **Brian Smith**. Solicitor General Bob Kaplan issued the pardon to help ease conflict among three rival Doukhobor Sects which has plagued the eastern Kootenay region with bombings and arson for most of the century. The pardon was granted, conditional on no further law-breaking.

Dr. **Doug Roberts** of Victoria, who force-fed the women, said he helped them because "showing love in practical ways by meeting people's needs for dignity, personal esteem and worth is important." Dr. Roberts is a member of a volunteer group called M2W2 (Man to Man, Woman to Woman).



Matsqui hosts Con Cap Olympics

PACIFIC — Matsqui Institution's Circle of Friends organized and hosted the Con Cap Olympics Sept. 10-11 at the institution. The Circle of Friends is a group of Matsqui Institution inmates, staff and volunteers who participate with mentally handicapped adults in craft programs, social activities and exercise. Thirty-five mentally handicapped adults joined in the Con Cap Olympics. The Pacific Region's early fall weather forced cancellation of the scheduled ball game, but the sack race, obstacle course, ball throw and running events took place despite the rain. **Alex Patterson**, Member of Parliament for Fraser Valley-East, opened the Olympics. Visitors from the surrounding communities cheered on the athletes. A dance ended the weekend.

Ski-a-thon II

QUEBEC — A second consecutive Ski-a-thon will be organized by staff and inmates at Sainte-Anne-des-Plaines Institution for LEUCAN, a charitable organization for children suffering from leukemia and cancer. **Marcel Maheu**, president of LEUCAN, presented a souvenir plaque Nov. 14 to **Réal Benoit**, Warden of Sainte-Anne-des-Plaines, thanking staff and inmates for their excellent work.



National Agribusiness Conference

OTTAWA — A National Agribusiness Conference involving farm managers and minimum camp Superintendents from across the country was held Sept. 26-29. The agenda included a workshop at the Mount Airy Hotel near Gananoque, Ontario and concluded with a visit to the International Ploughman's Competition at Richmond, near Ottawa. Participants gathered for four days to discuss problems, share ideas and resolve issues associated with the agribusiness program. During the conference, participants had the opportunity to visit four Frontenac and Pittsburgh Institutions' farm facilities.

Quebec Region blood donor clinic

QUEBEC — There will be a blood donor clinic for Quebec Region staff Dec. 20 in two locations: The Correctional Staff College, St. Vincent-de-Paul from 8:30 a.m. to 4:30 p.m. and the Ste-Anne-des-Plaines gymnasium from 9 a.m. to 11:30 a.m., and from 1 p.m. to 4:00 p.m. Being a blood donor is a wonderful way to begin the Christmas season!



Father Lionel Dupuis

By Marie-Claude Perrault

QUEBEC — Far from looking his 65 years of age, Father **Lionel Dupuis**, chaplain of Laval for the past 23 years, left CSC in August to go into well-deserved retirement.

Spontaneous, approachable, always smiling, Father Dupuis retired from the Service but not from action and helping others.

A colorful person, always alert, he negotiates the curve of years on two wheels, rushes to where the action is and charges into the future with the ingeniousness of the very young and the serene wisdom of those who know what they have been and what they are.

Laval's Father Dupuis retired?

Don't believe it!

Curate of the parish of St-Vincent-de-Paul, Father Dupuis has, on a part-time basis from 1945 to 1955, helped Father **Rosaire Preville** in his daily tasks at the old Pen. Afterwards, he was sent to a Montreal parish to help with underprivileged families, an experience of great value since he was later to work with inmates in an institution.

When Father Preville retired, Father Dupuis was appointed by the Bishop of Montreal to be chaplain of Laval, Apr. 1, 1960.

He recalls the old blue, red and white cards hanging on the cell doors which identified the inmates as being respectively Catholic, Protestant or exempt from attending religious services.

Father Dupuis compares the environment in which he worked at Laval with that of a parish priest's. Inmates, like parishioners, visit their priest every once in a while. The chaplain is a contact person who listens to the inmate and helps him in

his personal progress to a penitentiary where the level of security is lower.

He says "It takes a neutral and independent person to listen to inmates while helping them regain a moral balance between faith and will." He adds that his greatest difficulty was to motivate those who were serving a 25-year sentence.

Even if the confidentiality of the chaplain favors contacts with the inmates, Father Dupuis says he is aware of how hard it is for inmates to visit the chaplain because of pressure from other inmates. He has always tried to convince inmates that faith could help them get through the hard times.

Even though Father Dupuis' activities at CSC ended this summer, he remains very active. He still provides an invaluable contribution to the reception centre at Laval. He is also planning to register at Marie-Victorin College, where he intends to study gerontology.

Father Dupuis has retired? Hard to believe.

The CX who became the first SDC — and had a hall named after him

ONTARIO — "Little did I know when I joined CSC as a correctional officer at Collins Bay Institution in 1948 that such a climax as this awaited me." **Bill Westlake**, CSC's first senior deputy commissioner who retired two years ago, told CSC colleagues and friends at the opening ceremonies for the Westlake Hall staff lounge at the National Correctional Staff College (Kingston Campus), Oct. 25.

Westlake said he was almost fated to be a career penitentiary officer. He grew up "in the village of Portsmouth where our home faced the west wall of Kingston Penitentiary. My father served as a correctional officer at the Penitentiary for more than 30 years, and the inmates were our neighbors and sometimes our friends. We saw them working in the fields, in and around the grounds of the institution, and marching through the Portsmouth quarry.

"There was an old recidivist named Slim who was known to all the kids. As the quarry gang marched back and forth between quarry and prison, Slim could be found bringing up the tail end of the gang while all the kids in the village ran along the road shouting and hollering and carrying on conversations with the inmates. Old Slim was a particular favorite and seemed to enjoy all the attention.

A dime from Public Enemy No. 1

"I have vivid recollections of **Red Ryan**, Canada's Public Enemy No. 1. When he was released from Kingston Penitentiary, my father was the acting messenger and I accompanied him as he transported Red to the train depot. Mr. Ryan handed me a dime and told me to buy a candy bar or ice cream cone. Not too long after he was shot and killed during a Windsor bank robbery."

It was amazing, Westlake says, that "those of us who lived in the village didn't perceive the inmates as

hardened criminals but rather as just another branch of the community. I grew up in an atmosphere where inmates were an accepted part of our daily life.

"However, he says, "it didn't take long after I joined the Service to realize there was more to managing prisoners than to give orders, turn keys and handle a gun.

"My good friend, former KP warden **Art Jarvis** taught me the value of exhibiting confidence and

firmness, patience and understanding when dealing with inmates. Collins Bay keeper **Gordon Keeler** taught me to remain calm, how to listen, and when to assert myself. **Hugh Lundy**, now a canteen officer and also from Collins Bay showed me how wit and humor could calm rough waters, and the value of friendship and love for your fellow man regardless of circumstances. Former wardens **Fred Smith** and **Vic Richmond** showed me how to maintain discipline — coupled with fair play and firmness.



Deputy Commissioner, Ontario, Art Trono, (left), Commissioner Yeomans and Bill Westlake at ribbon-cutting of new staff lounge.

Westlake moved by the honor of the occasion

Most of the wardens, superintendents, district directors and regional managers from the Ontario Region attended the opening, besides the Commissioner and SMC members, since the October SMC was held in Kingston.

Doing the honors were Regional Executive Officer **Don Clark**, who has been very much involved with the National Correctional Staff College since it was

purchased from the Canadian National Institute for the Blind in 1981; the DC, Ont. **Art Trono**; and Commissioner **Yeomans**, who unveiled a photograph of Mr. Westlake.

Bill Westlake cut the ribbon to officially open Westlake Hall and was obviously very moved by the occasion. **Kay Yeomans** presented a bouquet to **Bernice Westlake**. Dinner in the Officers' Mess at CFB Kingston followed.