SUBJECT: Request to increase FTE based on receipt of annualized funding from Ministry of Child & Youth Services (MCYS) and Children's Aid Society of Hamilton (CAS) BOH07026 (City Wide)

RECOMMENDATION:

(a) That the Board of Health approve a one year temporary increase in complement by 1.4 FTE for Alcohol, Drug & Gambling Services (ADGS) to provide onsite services to parents who are identified with substance use problems at the Children's Aid Societies.

(b) That the Medical Officer of Health be authorized to sign the service contracts and agreements necessary to implement the program.

EXECUTIVE SUMMARY:

Alcohol, Drug & Gambling Services (ADGS), provides comprehensive assessments, outpatient counselling, referrals for treatment, and community outreach for individuals with substance use and/or gambling problems. ADGS piloted a successful project with the Catholic Children's Aid Society (CCAS) and Children's Aid Society of Hamilton (CAS) from September 2006-March 2007. Annualized Funding has been approved by the Ministry of Children and Youth Services (MCYS) ($85,000), supplemented by CAS ($15,000) to provide $100,000. This would increase total complement by 1.4 FTE to
enhance services in the community to parents of children who are in the care of the CCAS or CAS (C/CAS) who have been identified with substance use problems.

**BACKGROUND:**

Alcohol, Drug & Gambling Services (ADGS), provides comprehensive assessments, outpatient counselling, referrals for treatment, and community outreach for individuals with substance abuse and/or gambling problems. As gaps in the addiction system have been identified, new community initiatives have been developed in conjunction with the Hamilton Addiction System Coalition (HASC).

One of the major gaps identified was assessment and case management for C/CAS clients. Many of these clients present as pre-contemplative, that is only motivated to have their children remain in their care rather than engage in changes in their substance use behaviour. It was difficult to find the right fit for these clients in the addictions' sector. HASC set out to educate workers of the child welfare sector to the limitations and realistic expectations within the addictions' sector.

In June, 2006, while the HASC and C/CAS were developing protocols to work more effectively together, the Ministry of Children and Youth Services (MCYS) introduced the Community Partnerships Initiatives. ADGS was designated by HASC to submit a proposal for a 6 month pilot to provide consultation, education and case management to C/CAS clients and staff.

**Goal of the initiative:** To provide consultation, education and case management off-site at the Children’s Aid Societies for parents who have been identified with substance use problems and to staff.

**ANALYSIS/RATIONALE:**

ADGS received funding through the Community Partnerships Initiatives for a pilot from September 2006 - March 1, 2007 which was very successful. Evaluations were favourable both in terms of staff support (from all parties) and client satisfaction. On April 1, 2007 ADGS was awarded annualized funding for this project to continue the work at both Children’s Aid Societies. The Societies have recommended a 1 FTE at CAS and .4 FTE at CCAS. MCYS has confirmed funding for one year with a commitment to then provide permanent funding contingent upon achieving service targets of 140 clients at CAS and 60 clients at CCAS. ADGS staff are confident these targets will be met.

New Funding = $85,000 Ministry of Child and Youth Services (MCYS)

$15,000 Children's Aid Society of Hamilton (CAS)

Total FTE = 1.4 (Social Worker)
ALTERNATIVES FOR CONSIDERATION:

These clients could be seen at ADGS, as opposed to on-site at C/CAS, with no additional funding. However, many of these clients do not show for appointments. This would increase waiting times as a result and increase time spent reporting attendance activity to C/CAS. In addition, the partnership with C/CAS may be jeopardized if the work at C/CAS locations cannot continue.

FINANCIAL/STAFFING/LEGAL IMPLICATIONS:

This initiative would provide funding for a temporary increase in complement by 1.4 FTE. There are no financial implications to the City as this is 100% funded by MCYS and CAS, and administered within existing non-City resources.

POLICIES AFFECTING PROPOSAL:

The employees affected by this proposal are non-union. MCYS has established funding guidelines and there is a template for a legal agreement to be updated from the pilot project.

RELEVANT CONSULTATION:

Finance and Administration have been consulted re the preparation of this budget will cover the proposed complement of 1.4 FTE based on the budget recommendations by ADGS. This project will require a signed legal agreement between all parties. MCYS will provide a financial contract and target dates for reporting. There will be ongoing consultation between the Children's Aid Societies, ADGS and HASC for updated feedback and evaluation. Legal Services is completing the necessary contracts with C/CAS.

CITY STRATEGIC COMMITMENT:

By evaluating the “Triple Bottom Line”, (community, environment, economic implications) we can make choices that create value across all three bottom lines, moving us closer to our vision for a sustainable community, and Provincial interests.

Community Well-Being is enhanced. ☑ Yes ☐ No
To ensure public services are distributed in an equitable manner

Environmental Well-Being is enhanced. ☐ Yes ☑ No

Economic Well-Being is enhanced. ☑ Yes ☐ No
Investment in Hamilton is enhanced and supported.
Does the option you are recommending create value across all three bottom lines?

☐ Yes  ☑ No

Do the options you are recommending make Hamilton a City of choice for high performance public servants?

☑ Yes  ☐ No

We will be employing Social Workers experienced and committed to performance excellence