



**Nunavut Canada**

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**5th Assembly**

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Official Report

**DAY 14**

**Monday, June 11, 2018**

**Pages 760 – 883**

**Iqaluit**

**Speaker: The Honourable Joe Enook, M.L.A.**

## Legislative Assembly of Nunavut

### *Speaker*

**Hon. Joe Enook**  
(Tununiq)

**Hon. David Akeegok**  
(Quttiktuq)

*Minister of Finance, Chair of the Financial Management Board; Minister responsible for the Workers' Safety and Compensation Commission*

**Tony Akoak**  
(Gjoa Haven)

*Deputy Chair, Committee of the Whole*

**Hon. Pat Angnakak**  
(Iqaluit-Niaqunnguu)

*Minister of Health; Minister responsible for Suicide Prevention*

**Hon. Jeannie Ehaloak**  
(Cambridge Bay)

*Minister of Justice; Minister responsible for the Qulliq Energy Corporation; Minister responsible for Labour*

**George Hickes**  
(Iqaluit-Tasiluk)

**Hon. David Joanasi**  
(South Baffin)

*Minister of Culture and Heritage; Minister of Education; Minister of Languages; Minister responsible for Nunavut Arctic College*

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(Amittuq)

**Mila Kamingoak**  
(Kugluktuk)

**Pauloosie Keyootak**  
(Uqqummiut)

**Hon. Lorne Kusugak**  
(Rankin Inlet South)  
*Minister of Community and Government Services; Minister responsible for the Nunavut Housing Corporation*

**Adam Lightstone**  
(Iqaluit-Manirajak)

**John Main**  
(Arviat North-Whale Cove)

**Simeon Mikkungwak**  
(Baker Lake)  
*Deputy Speaker and Chair of the Committee of the Whole*

**Margaret Nakashuk**  
(Pangnirtung)

**Patterk Netser**  
(Aivilik)

**Emiliano Qirngnuq**  
(Netsilik)

**Hon. Paul Quassa**  
(Aggu)  
*Premier; Minister of Executive and Intergovernmental Affairs; Minister responsible for Aboriginal Affairs; Minister responsible for Seniors; Minister responsible for the Utility Rates Review Council*

**Allan Rumbolt**  
(Hudson Bay)  
*Deputy Chair, Committee of the Whole*

**Hon. Joe Savikataaq**  
(Arviat South)  
*Deputy Premier; Minister of Economic Development and Transportation; Minister of Energy; Minister of Environment*

**Hon. Elisapee Sheutiapik**  
(Iqaluit-Sinaa)  
*Government House Leader; Minister of Family Services; Minister responsible for Homelessness; Minister responsible for Immigration; Minister responsible for the Status of Women*

**Cathy Towtongie**  
(Rankin Inlet North-Chesterfield Inlet)

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**Iqaluit, Nunavut**  
**Monday, June 11, 2018**

**Members Present:**

Hon. David Akeeagok, Mr. Tony Akoak, Hon. Pat Angnakak, Hon. Jeannie Ehaloak, Hon. Joe Enook, Mr. George Hickes, Hon. David Joanase, Mr. Joeli Kaerner, Ms. Mila Kamingoak, Mr. Pauloosie Keyootak, Hon. Lorne Kusugak, Mr. Adam Lightstone, Mr. John Main, Mr. Simeon Mikkungwak, Ms. Margaret Nakashuk, Mr. Patterk Netser, Mr. Emiliano Qirngnuq, Hon. Paul Quassa, Mr. Allan Rumbolt, Hon. Joe Savikataaq, Ms. Cathy Towtongie.

>>*House commenced at 10:01*

**Item 1: Opening Prayer**

**Speaker** (Hon. Joe Enook) (interpretation): Ms. Towtongie, can you say the opening prayer, please.

>>*Prayer*

**Speaker** (interpretation): Good morning, (interpretation ends) Premier (interpretation) and members. Welcome, Nunavummiut who are listening to the radio and watching the televised proceedings. Welcome to your Legislative Assembly.

We will now proceed with the orders of the day. Ministers' Statements. Acting Government House Leader, Premier Quassa.

**Item 2: Ministers' Statements**

**Minister's Statement 054 – 5(2):**  
**Minister Absent from the House**

**Hon. Paul Quassa** (interpretation): Thank you, Mr. Speaker. I wish to

inform my colleagues that the (interpretation ends) Hon. Elisapee Sheutiapik (interpretation) will be absent from the House on June 11 and 12, 2018. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Ministers' Statements. Premier Quassa.

**Minister's Statement 055 – 5(2):**  
**Western Premiers' Conference**  
**2018**

**Hon. Paul Quassa** (interpretation): Thank you, Mr. Speaker. Good morning, colleagues, fellow community members, as well as Nunavummiut.

(interpretation ends) Mr. Speaker, I rise today to inform my colleagues about the Western Premiers' Conference meetings I attended in Yellowknife on May 22 and 23.

Mr. Speaker, the Premiers of British Columbia, Alberta, Manitoba, Saskatchewan, Yukon, Northwest Territories, and of course Nunavut meet annually to advance their shared economic priorities and to increase the well-being of communities and its peoples from western and northern Canada.

This year our discussions were focused on PharmaCare, the legalization of cannabis, justice and community safety, as well as western and northern economic prosperity.

Mr. Speaker, this was the first time I met as part of this group, and I was excited by our discussions and the energy and passion we all have for our jurisdictions.

These premiers' meetings present an

important venue to showcase Nunavut's strengths and highlight some of the challenges facing our territory.

Mr. Speaker, the Western Premiers' Conference is also a great occasion to ensure we are prepared to show regional unity at the Council of the Federation meetings of Canada's Premiers this coming July in New Brunswick. (interpretation) Thank you, Mr. Speaker.

>>Applause

**Speaker** (interpretation): Thank you. Ministers' Statements. Minister of Education, Minister Joanasié.

**Minister's Statement 056 – 5(2):  
Student Support Assistant  
Training**

**Hon. David Joanasié** (interpretation): Thank you, Mr. Speaker. Good morning, colleagues and Nunavummiut.

Mr. Speaker, it is with great pleasure that I announce today that the Department of Education is developing educational language and culturally based standardized program resources that will be distributed to all licensed child care facilities.

(interpretation ends) Mr. Speaker, these resources are in part a result of the three-year action plan that my staff developed for the Early Learning and Child Care Bilateral Agreement which was signed in September 2017 with the Government of Canada.

Mr. Speaker, these resources include theme-based kits, pre-printing activity books, a Nunavut theme circle-time rug, an early childhood education CD,

posters, vocabulary stickers, puppets, dolls, and other physical manipulatives.

(interpretation) Mr. Speaker, these resources will be available in Inuktitut, Inuinnaqtun, English, and French and will reflect the Inuit culture and the environment we live in. We plan to have many of them ready for distribution by August 2018 in time for our early learning and child care training session.

Mr. Speaker, we are pleased to be able to develop and provide these resources to help the child care facilities with their planning and delivery of their programs. (interpretation ends) We believe that these resources will have a positive impact on the development of the children attending the licensed child care facilities. Thank you, Mr. Speaker.

>>Applause

**Speaker** (interpretation): Thank you. Ministers' Statements. Minister of Environment, Minister Savikataaq.

**Minister's Statement 057 – 5(2):  
Completion of New Qamanirjuaq  
Caribou Survey**

**Hon. Joe Savikataaq** (interpretation): Thank you, Mr. Speaker. I say "good morning" to the people of Arviat.

(interpretation ends) Mr. Speaker, I rise today to provide an update on a research study that our government led in the Kivalliq region. The Qamanirjuaq caribou herd is Nunavut's largest herd and is an important source of food and income for many Nunavummiut. The herd has been experiencing a decline over the last decade and the close monitoring of these caribou has been a



priority for our Wildlife Management Division.

My department was able to carry out a new population assessment survey of the Qamanirjuaq herd in June of 2017. This was the first population assessment since 2014. The results of this survey are being finalized and the final report is expected later this year. Preliminary results have indicated a continued declining trend of this herd. My department will continue to work with the Beverly and Qamanirjuaq Caribou Management Board and our co-management partners to determine if management actions are necessary.

Mr. Speaker, I would like to give recognition to the biologists, co-management partners, and community members who participated in making this survey a success and demonstrated great effort to help monitor such an important species for all Nunavummiut. Thank you, Mr. Speaker.

>> *Applause*

**Speaker** (interpretation): Thank you. Ministers' Statements. Acting Minister of Family Services, Minister Savikataaq.

**Minister's Statement 058 – 5(2):  
Recognition of Nunavummiut  
Enrolled in the Apprenticeship  
Program**

**Hon. Joe Savikataaq** (interpretation): Thank you, Mr. Speaker and once again to the people of Arviat.

>> *Laughter*

(interpretation ends) Mr. Speaker, I would like to take this time to

congratulate all of the individuals who are enrolled in the Apprenticeship Program. There are currently 112 active apprentices and 11 trade qualifiers in Nunavut.

>> *Applause*

Registration levels have held relatively consistent in the past six years, indicating industry's continued support for apprenticeships.

Nunavut offers apprenticeships in 46 trades. Apprenticeship officers and career development officers assist Nunavummiut who want to become an apprentice in Nunavut.

Mr. Speaker, becoming an apprentice requires dedication, long hours, and skill. This program is a great opportunity for Nunavummiut to work with and learn from employers. Eighty percent of apprenticeship training is from working on the job with a journey person in their chosen trade.

I would like to congratulate Mr. Sateana Goupil and Ms. Kimberly Smith for their success in becoming apprentices in Nunavut as of April 2018.

Mr. Sateana Goupil is the latest recipient of the Power Systems Electrician Journey person Certificate. Mr. Goupil is dedicated to learning and is a great role model for all Nunavummiut.

Ms. Kimberly Smith is the latest recipient of the Electrician Journey person with Red Seal endorsement. During the 2017 Skills Canada competition which was held in Winnipeg, Ms. Smith earned a bronze medal in the post-secondary electrical

installations category. Ms. Smith was the only woman in her category. Ms. Smith has been and continues to be a positive role model for youth.

Mr. Speaker, the Apprenticeship Program is in line with the *Turaaqtavut* priority area of *Sivummuaqpalliajjutivut*, which acknowledges the importance of providing education and training that prepares adult learners for meaningful employment.

Mr. Speaker, my Department remains committed to supporting adult learners, skilled workers, and apprentices, on their way to become journeypersons. Thank you, Mr. Speaker.

>>Applause

**Speaker** (interpretation): Thank you. Ministers' Statements. Minister responsible for the Nunavut Housing Corporation, Minister Kusugak.

**Minister's Statement 059 – 5(2):  
National Award – Nunavut  
Recipient**

**Hon. Lorne Kusugak** (interpretation): Good morning to the people of Rankin Inlet. I hope you have a good day.

(interpretation ends) *Uqaqtittijii*, I rise today to bring attention to a Nunavut youth that has just won a national award. That award is the 2018 Canadian Parks and Recreation Association (CPRA) Emerging Leader Award.

Mr. Speaker this award is a new award that CPRA introduced this year. This award recognizes emerging leaders in their communities working or volunteering in the field of recreation

and parks. When the call went out for nominees, our own Recreation and Parks Association of Nunavut (RPAN) did not hesitate in submitting her name.

It makes me extremely happy to see that this inaugural award was awarded to a youth leader in Nunavut, Ms. Vikki Niptanatiak, who is from the community of Kugluktuk and who is here with us this morning.

>>Applause

Mr. Speaker, Vikki started with Hamlet of Kugluktuk about six years ago as a part-time worker at their community youth centre. She attended her first RPAN meeting in 2012, as was noted, as a shy individual but showed a lot of potential. She showed that she had a strong vision of working with children and youth and a determination to put in the hard work needed.

Today with the support of RPAN and her community, she is now the full-time youth centre coordinator, gaining confidence and growth within her position and using that to increase opportunities for youth in her community. It has not been an easy road for her, as she deals with a lot of the issues faced by youth, social media, mental health, suicide, and so on. She has also met challenges of dealing with funding and keeping youth involved in programs, but she has shown great perseverance in building programs in her community.

Mr. Speaker, I ask all members to join me in congratulating Vikki on this outstanding achievement and to wish her future success as she moves forward with her vision and dreams. Thank you,

Mr. Speaker.

>>Applause

**Speaker** (interpretation): Thank you. (interpretation ends) Congratulations! (interpretation) We are proud of you.

Before we move on, Minister Kusugak, I apologize for referring to you as the Minister responsible for the Nunavut Housing Corporation. It will be noted that you spoke as the Minister of Community and Government Services. I apologize to you.

Moving on. Ministers' Statements. Members' Statements. Member for Uqqummiut, Mr. Keyootak.

### **Item 3: Members' Statements**

#### **Member's Statement 095 – 5(2): 2018 High School Graduates of Clyde River**

**Mr. Keyootak** (interpretation): Thank you, Mr. Speaker and my colleagues. I first apologize for being absent from the House. I say "good morning" to the people of Clyde River and Qikiqtarjuaq especially.

Mr. Speaker, I rise today to speak to a momentous occasion. As we are all aware, students, around this time of year, are graduating in the communities we represent. I want to share with my colleagues this event that occurred in Clyde River, where students held a graduation ceremony. I want to express my sentiments and pride and share with you the joy we feel. I will mention their name and they are:

- Willie Arnakak,

- Naimi Apak,
- Ben Enook,
- Curtis Jaypoody, and
- Jeremiah Jaypoody

They completed their courses this year and had enough credits to graduate. They now will have the freedom on the kind of post-secondary education or career training they wish to pursue, in line with their life goals. Their graduation opens more doors to choose either pursuing further education or a career of their choice.

Momentous occasions such as these instill feelings of pride in our communities especially with graduates coming from our smaller communities, so I too am very proud of the students who graduated from their high school. They now have a choice of employment, further career training, or further education. Seeing young people with doors opening is an enviable one and fulfilling for both the community and the students. I wanted to mention their names, Mr. Speaker, since they graduated from one of my constituencies. Thank you.

>>Applause

**Speaker** (interpretation): Thank you. Mr. Keyootak, it's very good that you're able to join us here again.

>>Applause

Members' Statements. Member for Netsilik, Mr. Qirngnuq.

#### **Member's Statement 096 – 5(2): Tragedy in Taloyoak**

**Mr. Qirngnuq** (interpretation): Thank

you, Mr. Speaker. I say “good morning” to my colleagues and the people of Taloyoak and Kugaaruk.

Mr. Speaker, I rise today to speak about this issue. Just this past Saturday, I went to my constituent community of Taloyoak, and I travelled there on a Tuesday to attend the graduation ceremonies in the community. Apparently, although it seemed nothing had happened, it was only upon my return here that I received the news.

A murder had been committed, and alcohol was the contributor. Young people who have their whole lives ahead of them are taken from us by murder and suicide. In these cases, alcohol is a contributing factor.

Mr. Speaker, we have to be vocal about this issue. We continue to raise issues as MLAs and our pleas have to be heard. I apologize as this is quite emotional to me, since I have great passion and love for our youth, as they are our future.

Mr. Speaker, I will have questions on this matter at the appropriate time, but I would like my colleagues to remember our people in prayer, especially the family that lost their loved one. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. To the people of Nunavut, and especially the people of Taloyoak, you are in our thoughts today as our fellow Inuit.

Members' Statements. Member for Aggu, Mr. Quassa.

**Member's Statement 097 – 5(2):  
Igloolik Fishing Derby**

**Hon. Paul Quassa** (interpretation): Thank you, Mr. Speaker. I rise here today as throughout Nunavut many of our people are going on fishing trips, and there are local fishing derbies being held around this time of year.

They recently held a fishing derby in our community and today is the last day of competition for the fishing derby. Nonetheless, I noted several notable items I wanted to speak since not too many participants win prizes during fishing derbies.

However, in Igloolik there were 24 different winners. Perhaps the entire group of people who went fishing won, although I doubt it. There were 24 winners in the Igloolik fishing derby. I am extremely proud of the organizers of the fishing derby as they determined that not only three or four winning categories would apply, but in fact, there would be 24 categories.

Now there are different prizes in the various categories. The first place winner will receive \$15,000. The other categories have other prizes as well, such as hunting equipment and (interpretation ends) camping stuff, (interpretation) heaters, lumber for sled runners, as well as 45 gallons of gasoline, and 45 gallons of diesel. There are different prizes as well, such as a \$150 food voucher, and this even includes 2 pizzas.

There will be many different prizes that participants will win, and I as stated earlier, there are 24 categories in the derby, so I want to wish my fellow residents (interpretation ends) good luck (interpretation) as many people will start returning home from the derby. We will

be apprised of the winners later on this week as to who won in the 24 categories. Thank you, Mr. Speaker.

>>Applause

**Speaker** (interpretation): Thank you. Members' Statements. Member for Quttiktuq, Mr. Akeeagok.

**Member's Statement 098 – 5(2):  
Happy Birthday to Constituents**

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Speaker. Today, two very special people who are close to me are celebrating their birthdays today. I want to publicly acknowledge them in this House. My younger brother, Aimo Akeeagok, who lives in Grise Fiord, is celebrating his birthday today.

Also, in another of my constituent communities, a woman is celebrating her 98th birthday as she was born 98 years ago. Today is Qaapik Atagutsiaq's birthday, and she continues to contribute to her community and she is still active today although she is 98 years young. This year she has experienced losses in her family with quite a few relatives passing away, but she now has great-grandchildren being born this year.

Mr. Speaker, tonight the community will hold a community-event to celebrate her birthday and on Tuesday they will share in a community feast. To the residents of Arctic Bay, I want to extend my appreciation for celebrating a woman who continues to contribute and to celebrate her life.

Her *Qunga* and I wish her a very happy birthday today, and I wish we could visit you in your little house and celebrate

with you. Thank you, Mr. Speaker.

>>Applause

**Speaker** (interpretation): Thank you. Members' Statements. Member for South Baffin, Minister Joanase.

**Member's Statement 099 – 5(2): 2018  
High School Graduates of Cape  
Dorset**

**Hon. David Joanase** (interpretation): Thank you, Mr. Speaker. I say "good morning" to everyone in South Baffin.

Today is a special day, Mr. Speaker. I rise to recognize and salute four high school graduates from the Peter Pitseolak School. Mr. Speaker, the graduates are Naiomi Parr; Lilly Parr; my niece, Mary Ann Adla; and Etuk Qavavau. They have earned their High School Diploma and we are extremely proud of their accomplishment.

Mr. Speaker, I am proud of them and I wish I was there in person to share my words of encouragement. However, I know that we are all cheering them on as they start a new chapter in their lives. I sincerely hope that these four graduates will continue to explore new learning opportunities that have opened up.

Mr. Speaker, high school can be difficult and challenging and I know that it can be draining at times. I'm sure that getting to school on time was the greatest accomplishment of the day. Thankfully Naiomi, Lilly, Mary Ann, and Etuk continued the journey with determination and perseverance. The same hard-working qualities in them can be attributed to our ancestors. It is with their strength that we can celebrate the

beginning of lifelong successes.

Mr. Speaker, in closing, I would like to thank their parents and siblings for waking them up in the mornings, their friends for keeping them company throughout the school years, the district education authority for their leadership, their teachers for giving life lessons, and the graduates themselves for sticking with the program.

Best of luck in your endeavours and I'm super proud of each of you.  
(interpretation ends) Congratulations, class of 2018! Thank you, Mr. Speaker.

>>Applause

**Speaker** (interpretation): Thank you. Members' Statements. Member for Arviat North-Whale Cove, Mr. Main.

**Member's Statement 100 – 5(2):  
Decentralization**

**Mr. Main** (interpretation): Thank you, Mr. Speaker. Good morning, my colleagues, (interpretation ends) Premier, and ministers.

(interpretation) Mr. Speaker, this morning I would like to speak about the principle of, in English (interpretation ends) decentralization (interpretation) in which the government attempted to decentralize jobs to certain communities. The term used is "decentralization" in Inuktitut which means to spread out.

I have been reading various documents online when I am not in the House, and I found this excellent book called *Made in Nunavut*, and it speaks to (interpretation ends) decentralization (interpretation) and what it entails. As I read more

information I am learning about the history behind this, Mr. Speaker, and that my fellow residents of Arviat were able to benefit from decentralization, and for that I am grateful and I am happy that when the Nunavut government was being planned for, that this principle was considered as it has had tangible benefits to our community of Arviat.

Nevertheless, Mr. Speaker, we know that as a government we face many issues such as the lack of capacity, and the revolving door of people leaving the government amongst others. When (interpretation ends) decentralization (interpretation) is quoted as benefitting our territory, I personally don't agree with that, Mr. Speaker.

It hasn't benefited everyone. It has benefited certain communities but requires more work in this area, as we need to create more positions within our smaller communities. We know that many communities, when Nunavut was being created, did not receive any jobs and many communities are still waiting today.

If we tried an alternative route here, it would be much better instead. With respect to expectations, one was that this government would become closer to the residents of all communities, but so far this relationship hasn't quite developed. We have to work harder to accomplish this goal, Mr. Speaker, and I wanted to speak to this matter as this can benefit more communities in Nunavut in my mind. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Members' Statements. Let us proceed. Returns to Oral Questions. Recognition of Visitors in the Gallery. Member for

Rankin Inlet South, Mr. Kusugak.

**Item 5: Recognition of Visitors in the Gallery**

**Hon. Lorne Kusugak** (interpretation): Thank you, Mr. Speaker. Today I would like to recognize people who are in the gallery. First of all, Ms. Vikki Niptanatiak. (interpretation ends) As I said earlier, she is the recipient of the Canadian Recreation and Parks Association Emerging Leaders Award for 2018. Welcome Vicky.

>> *Applause*

And with her this morning is Ms. Dawn Curry, the Executive Director of Recreation and Parks Association of Nunavut. Welcome to the Assembly. Thank you, Mr. Speaker.

>> *Applause*

**Speaker** (interpretation): Welcome to the gallery. Recognition of Visitors in the Gallery. Member for Kugluktuk, Ms. Kamingoak.

**Ms. Kamingoak:** *Koana*, Mr. Speaker. Good morning colleagues, Kuglukturmiut, and Nunavummiut.

Mr. Speaker, I would like to recognize one of my constituents who plays an instrumental role in our community. Mr. Speaker, please help welcome to the House, Ms. Vikki Niptanatiak *.Koana*, Mr. Speaker.

>> *Applause*

**Speaker** (interpretation): Thank you. Welcome to the gallery all visitors. Recognition of Visitors in the Gallery.

We will then proceed with the orders of the day. Oral Questions. Member for Iqaluit-Tasiluk, Mr. Hickes.

**Item 6: Oral Questions**

**Question 137 – 5(2): Attendance at Northern Lights Trade Show**

**Mr. Hickes:** Thank you, Mr. Speaker. I have a pretty easy question today, a simple yes or no answer. I would like to ask the Minister responsible for Economic Development and Transportation if he was directed to attend the Northern Lights Conference in Ottawa, yes or no? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister of Economic Development and Transportation, Minister Savikataaq.

**Hon. Joe Savikataaq** (interpretation): Thank you, Mr. Speaker. Mr. Speaker, at the time I was not the Economic Development and Transportation Minister, but at the time, yes, I was directed to go. Thank you, Mr. Speaker.

**Speaker** (interpretation): Oral Questions. Member for Uqqummiut, Mr. Keyootak. I am sorry. I thought you raised your hand. Oral Questions. Member for Netsilik, Mr. Qirngnuq.

**Question 138 – 5(2): School Replacement for Kugaaruk**

**Mr. Qirngnuq** (interpretation): Thank you, Mr. Speaker. (interpretation ends) Mr. Speaker, I would like to direct my question to the Minister of Education.

Mr. Speaker, it has been one year and three months since the school burnt

down in Kugaaruk. I would again like to thank the Department of Education for moving so quickly to address this situation. Can the minister provide an update on the current status of the school replacement project in Kugaaruk? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister of Education, Mr. Joanasie.

**Hon. David Joanasie** (interpretation): Thank you, Mr. Speaker. I would like to thank the member for his question. Mr. Speaker, since the school burnt down in Kugaaruk, the government has had scarce resources available to work towards the replacement. As an example, there was very little time to work on getting construction materials for the school because they have to be shipped in.

For that reason the Department of Community and Government Services and the Department of Finance have been assisting us to try and expedite the financing for the replacement, and in 2017-18 we set aside \$10 million that was approved. The funding was used to purchase portable classrooms.

We were able to provide portable classrooms at the cost of \$6 million. As well, towards the pre-construction phase of the replacement school, we spent \$4 million to do that work. The portable classrooms were immediately put to use after they arrived in the community. They were ordered in the fall of 2017 to ensure they would be ready by October 15, 2017. Although they are now in use, the planning for the preparations towards the replacement school in Kugaaruk continues. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Your first supplementary, Mr. Qirngnuq.

**Mr. Qirngnuq**: Thank you, Mr. Speaker. (interpretation) I also thank the Minister of Education for his response. (interpretation ends) There is some concern that there is limited space on the cargo ships bringing supplies to the community this summer. Can the minister provide information on what is being done to ensure the adequate construction supplies will make it to the community this summer so that progress on the school replacement project will not be delayed? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Mr. Joanasie.

**Hon. David Joanasie** (interpretation): Thank you, Mr. Speaker, and thank you for your question. We have tried to make the school replacement project in Kugaaruk move faster and the (interpretation ends) design build contract (interpretation) was contracted, and the contract has now been awarded for \$37,146,000.

The funds are already being used to purchase the materials for the new school, and supplies have been ordered. I don't have information as to the shipping as we heard the sealift ships have limited cargo space. We will try to keep monitoring this situation and I expect, since as a government we will resolve the challenges of ordering all the materials and ensure they arrive in Kugaaruk. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Your first supplementary, Mr. Qirngnuq.



**Mr. Qirngnuq** (interpretation): I thank the minister for his response. We will look forward to the construction phase. (interpretation ends) Mr. Speaker, the residents of Kugaaruk certainly appreciate all the work that is going into building the new school for the community. They are very curious about the plans for the new school. Can the minister provide an update as to how many classrooms the new school will have and whether it will have a gym? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister Joanasié.

**Hon. David Joanasié** (interpretation): Thank you, Mr. Speaker. I would like to thank you for your question. The new school project in Kugaaruk was restarted after a winter pause because there is a period where work doesn't occur. It has recommenced, and if all the work goes as planned, we anticipate the completion of the work in August 2019. What I can state here is that the school will have 21 classrooms, and it will also house a gymnasium. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Oral Questions. Member for Iqaluit-Manirajak, Mr. Lightstone.

#### **Question 139 – 5(2): Attendance at Northern Lights Trade Show**

**Mr. Lightstone**: Thank you, Mr. Speaker. Today my question is for the Minister of Justice.

In the interest of saving time in our busy schedule in the last four days remaining of this sitting, I would like to request a simple yes or no answer. My question is: was the minister directed to attend the

Northern Lights Conference? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister of Justice, Minister Ehaloak.

**Hon. Jeannie Ehaloak** (interpretation): Thank you, Mr. Speaker. (interpretation ends) Thank you, Mr. Lightstone, for the question. Yes, I was directed to attend the Northern Lights Conference. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Oral Questions. Member for Baker Lake, Mr. Mikkungwak.

#### **Question 140 – 5(2): Status of the Martha Talirug Centre**

**Mr. Mikkungwak**: Thank you, Mr. Speaker. I would like to direct my question to the Minister of Health.

Mr. Speaker, as the minister will be aware, the Martha Talirug Centre, which provided a home for many elders over the years, has been closed for renovations. Once the renovations are complete, the centre will be reopened.

Can the minister provide an update on the timeline for the completion of renovations at the Martha Talirug hospice centre? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister of Health, Minister Angnakak.

**Hon. Pat Angnakak**: Thank you, Mr. Speaker. Good morning to everybody.

We are currently issuing the RFP for the renovations and we expect the renovations to start this summer, and then we expect those renovations to be

completed, we're thinking, in September or October. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Your first supplementary, Mr. Mikkungwak.

**Mr. Mikkungwak:** Mr. Speaker, with the closing of the Martha Talirug Centre, the workers who provided support at the facility were laid off. Can the minister provide an update on whether any related training or employment opportunities have been made available to the former staff who are no longer working at the Martha Talirug Centre? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister Angnakak.

**Hon. Pat Angnakak:** Thank you, Mr. Speaker. I think the member knows that this was a contract. We went out for an RFP for those services, and so it was a private contractor that provided the services and that contract expired March 31 of this year. So it's up the private contractor if he or she wanted to provide those kinds of services since the contract has expired. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Your final supplementary, Mr. Mikkungwak.

**Mr. Mikkungwak:** Mr. Speaker, I am sure that my colleagues will all agree that the more facilities that we have within the territory of Nunavut to care for our elders at home, the better it is for everyone. As well as waiting for the opening of the newly renovated building, a newly signed service contract will be required to get the Martha Talirug Centre operational again.

While I recognize that the Department of Health will be commissioning a study regarding the provision of elder care across the territory, will the minister commit to ensuring that Baker Lake's Martha Talirug Centre is back up and running as soon as possible without any unnecessary delay? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister Angnakak.

**Hon. Pat Angnakak:** Thank you, Mr. Speaker. I can't commit that there's going to be no delays. Nobody can control that, but I think all efforts are going to be made to renovate the facility as quickly as we can. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Oral Questions. Member for Pangnirtung, Ms. Nakashuk.

#### **Question 141 – 5(2): Status of Suicide Prevention Action Plan**

**Ms. Nakashuk** (interpretation): Good morning and thank you. I say "god morning" to the people of Pangnirtung.

I would like to direct my question to the (interpretation ends) Minister of Health.

Mr. Speaker, approximately one year ago the five-year Nunavut Suicide Prevention Action Plan, *Inuusivut Anninaqtuq*, was released. Can the minister provide an update on the current status of the action plan, and how many commitments and actions have been implemented during its first year? (interpretation) Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you.

Minister of Health, Minister Angnakak.

**Hon. Pat Angnakak:** Thank you, Mr. Speaker. I know that the Quality of Life has been very busy. They work with other entities, so there are timelines that they have to follow. At this time, I don't have all that detail in front of me so I'd have to get back to the member on that. Thank you, Mr. Speaker.

**Speaker:** (interpretation): Thank you. Your first supplementary, Ms. Nakashuk.

**Ms. Nakashuk:** Thank you, Mr. Speaker. Thank you too for the response. I would like to ask about the *Inuusivut Anninaqtuq Action Plan*. A significant amount of funding was to be made available in grants and contributions to support community led activities. How many communities have applied for and received funding for suicide prevention activities to date? Thank you, Mr. Speaker.

**Speaker:** Thank you. Minister Angnakak.

**Hon. Pat Angnakak:** Thank you, Mr. Speaker. I'm just going through my briefing note. Although I have some figures here, it doesn't really go by community. So, if the member is asking for by-community for financial assistance, through our programs and services that we offer, I don't have that and that is another thing that I can get back to her on. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Your final supplementary, Ms. Nakashuk.

**Ms. Nakashuk** (interpretation): Thank

you, Mr. Speaker. (interpretation ends) When a community is overwhelmed with crisis, it becomes increasingly difficult for those on the front lines who are dealing with the crisis from day to day to find the time and energy to prepare and submit proposals for funding for new initiatives. Can the minister clarify what specific kinds of activities are undertaken by the Embrace Life Council to reach out to the communities who are in the middle of crises and to offer support to develop, prepare, and submit funding proposals for additional resources, to address suicide prevention? (interpretation) Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister Angnakak.

**Hon. Pat Angnakak:** Thank you, Mr. Speaker. Mr. Speaker, the Embrace Life Council delivers ASIST workshops for suicide prevention and they have five registered [trainers] that deliver this course: addictions treatment and they provide counselling... There are a series of different programs that Embrace Life does. I know that they also work on child-sexual abuse in the schools. There are a number of things that Embrace Life is a part of. They work with the schools. They work with youth, and so on. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Oral Questions. Member for Gjoa Haven, Mr. Akoak.

### **Question 142 – 5(2): New Community Learning Centre for Gjoa Haven**

**Mr. Akoak:** Thank you, Mr. Speaker. Good morning, colleagues.

(interpretation) To the people of Nunavut and Gjoa Haven who are watching the proceedings, good morning.

(interpretation ends) Mr. Speaker, I would like to direct my question to the Minister responsible for Nunavut Arctic College.

Mr. Speaker, community learning centres play an important role in supporting our economy when residents can take upgrading or apply for specific courses. This improves their chances of finding employment. The current community learning centre in Gjoa Haven is very damaged, worn out, and not a healthy place for students or staff. In their letter, which was sent to you, it states that the building is over 30 years old and is not up to standards.

Mr. Speaker, can the minister provide an update on what considerations are being given to build a new community learning centre in Gjoa Haven? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister responsible for Nunavut Arctic College, Minister Joanasié.

**Hon. David Joanasié:** Thank you, Mr. Speaker. Thank you to the member for his question. Mr. Speaker, Nunavut Arctic College started on a preliminary assessment of all the community learning centres across the territory, including Gjoa Haven's. At this time we are still collecting the data and we'll also be looking at moving forward on how best to meet the capital needs of the territory. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you.

Your first supplementary, Mr. Akoak.

**Mr. Akoak:** Thank you, Mr. Speaker. On June 1 the Gjoa Haven District [Education] Authority wrote to the minister regarding the need of a new community learning centre in the community. Can the minister confirm whether he received the letter from the DEA, and if he has, can he tell this House when he will be sending a reply? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister Joanasié.

**Hon. David Joanasié:** Thank you, Mr. Speaker. Thank you for the question. I'd have to look back to see if we actually received the correspondence and at a later date once I reviewed the letter, I would commit to responding to the letter in question. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Your final supplementary, Mr. Akoak.

**Mr. Akoak:** Thank you, Mr. Speaker. Yes. Can you review the letter, and not refuse it? Thank you, Mr. Speaker.

>> *Laughter*

Mr. Speaker, having access to education and learning opportunities is critical to the health and wellbeing of our community. Can the minister indicate when Gjoa Haven will be getting a new community learning centre? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister Joanasié.

**Hon. David Joanasié** (interpretation): Thank you, Mr. Speaker. I would also

like to thank the member for his question. (interpretation ends) If my words didn't come across well, I said I would review the letter, not refuse it.

>>Laughter

Just for the record. At this time I can't say when Gjoa Haven would receive a new learning centre. Like I said, there's a preliminary assessment being done and we'd have to also dive more into detailed planning in order to identify which community; where we will be building or rebuilding new or existing learning centres. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Oral Questions. Member for Aivilik, Mr. Netser.

#### **Question 143 – 5(2): Northern Lights Conference Attendance**

**Mr. Netser** (interpretation): Thank you, Mr. Speaker, and good morning. It seems like it's going to be a long day, Mr. Speaker. I'm already hungry before it's even lunchtime.

>>Laughter

(interpretation ends) Mr. Speaker, I would like to ask the Hon. Minister for CGS about the Northern Lights Trade Show. Was he instructed to go to the event, yes or no? (interpretation) Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister of Community and Government Services, Minister Kusugak.

**Hon. Lorne Kusugak:** Thank you, Mr. Speaker. Yes, Mr. Speaker. Thank you.

**Speaker** (interpretation): Thank you. Oral Questions. Member for Rankin Inlet North-Chesterfield Inlet, Ms. Towtongie.

#### **Question 144 – 5(2): Northern Lights Conference Attendance**

**Ms. Towtongie** (interpretation): I say "good morning" to the people Rankin Inlet North-Chesterfield Inlet. (interpretation ends) My question is to the Minister of Finance. Were you directed to attend the Northern Lights Conference, yes or no?

**Speaker** (interpretation): Thank you. Minister of Finance, Minister Akeegok.

**Hon. David Akeegok** (interpretation): Thank you, Mr. Speaker. (interpretation ends) I was encouraged to go to the Northern Lights show. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Oral Questions. Member for Arviat North – Whale Cove, Mr. Main.

#### **Question 145 – 5(2): Decentralization**

**Mr. Main** (interpretation): Thank you, Mr. Speaker. I rise and would like to direct my question to the Minister of Finance regarding decentralization.

Related to the subject of (interpretation ends) decentralization, (interpretation) within your 2018-19 (interpretation ends) budget address, (interpretation) there is no mention of (interpretation ends) decentralization (interpretation) in the document. I wonder if this principle is still being taken into consideration within the decentralized communities, as I am unsure here.

I would like to ask the minister why within the (interpretation ends) budget address (interpretation) they didn't include any mention about this principle. Thank you, Mr. Speaker.

**Speaker** (interpretation): Minister of Finance, Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Speaker. I would also like to thank the member for his question. This specific word wasn't included in my budget address and many programs were not included that are part of our government operations. The principle of (interpretation ends) decentralization (interpretation) applies to our staff and decentralized communities as they are all contained within our government operations. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Your first supplementary, Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Speaker. (interpretation ends) As I mentioned in my member's statement, I have been reading this excellent book; *Made in Nunavut*, by Jack Hicks and Graham White. It's very interesting; extremely interesting.

I would like to quote from it and this is in the context of decentralization being blamed for the Nunavut government's shortcomings. "Lack of political vision, leadership and competence have been prime factors underlying the policy and administrative failings that have dogged Nunavut. Political weakness is clearly linked to bureaucratic weakness."

In the context of this quote, and given the fact that Inuit employment levels are

higher in decentralized offices across Nunavut, has the Minister of Finance had any discussions with regard to strengthening the existing decentralized offices across Nunavut? By strengthening, I mean specific initiatives to give them more powers, maybe more infrastructure, specifically things that would be done to strengthen those existing decentralized offices. (interpretation) Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Speaker. (interpretation ends) Decentralization is rooted right into our policies and our procedures with in our government in terms of ensuring that staff that we create or hire, are maintained in the various communities.

This goes with headquarter positions, and the way our government continues is to try and ensure that more than 60 per cent or more are in the decentralized communities because as you mentioned, we do have a higher number of Inuit outside of our capital. Decentralization is deeply rooted in any of our conversations, when it comes to creating PYs or any of the work that is on the human resources side, and if any of our departments try to relocate a decentralized position, they have to justify why it needs to be moved and, if they do move, are there other positions that we need to move to the decentralized community. These conversations are very lively in our cabinet room when we go through and prepare for our budgets. (interpretation) Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you.

Your final supplementary, Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Speaker. (interpretation ends) I'm glad to hear that those discussions are lively.

In terms of the people I represent, I represent Arviat and Whale Cove, and Whale Cove is a community like others across Nunavut that are non-decentralized, so they have never received decentralized jobs. Would the minister share with the House whether he has had any discussions regarding bringing those non-decentralized communities into the fold, so to speak...

**An Hon. Member:** Good question.

**Mr. Main:** ...in terms of reinvesting in the decentralized model and maybe establishing new offices in different, non-decentralized communities across Nunavut? (interpretation) Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Speaker. (interpretation ends) Through our *Turaaqtavut* mandate, it's something that we continue to look for, for the smaller communities, for those that aren't considered decentralized communities. If there are any new projects or programs that are surfacing, those are the communities that we tend to target.

If you look through the history, Coral Harbour has an office for the Nunavut Human Rights Tribunal. That's a non-decentralized community that the [tribunal] went to. Clyde River has

Piqqusilirivvik. That's a non-decentralized community that this government has invested in when there was a new program identified. As cabinet, we always look for opportunities for our communities.

I represent three communities that are not decentralized and I have not seen a major facility or programs that are targeted to any of those communities either, but those are discussions that we continue to have when we create new programs and services. (interpretation) Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Oral Questions. Member for Amittuq, Mr. Kaernerk.

#### **Question 146 – 5(2): Northern Lights Conference Attendance**

**Mr. Kaernerk:** Thank you, Mr. Speaker. I would like to direct my question to the Minister of Education regarding the Northern Lights festival in Ottawa. Were you directed to go down to that conference? (interpretation) Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister of Education, Minister Joanasie.

**Hon. David Joanasie** (interpretation): Thank you, Mr. Speaker. I also thank him for the question. We agreed to go, yes. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Oral Questions. Member for Baker Lake, Mr. Mikkungwak.

**Question 147 – 5(2): Bigger Health Centre for Baker Lake**

**Mr. Mikkungwak:** Thank you, Mr. Speaker. I would like to direct my question to the Minister of Health.

Mr. Speaker, the community the Baker Lake is growing and with the nearby mine, with forced growth, we must ensure that service delivery can meet the demand. The Baker Lake Health Centre was originally built many years ago and is no longer large enough to accommodate the needs of the community.

Can the minister provide an update on her department's capital plan with respect to addressing the need for a larger health centre in the community of Baker Lake? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister of Health, Minister Angnakak.

**Hon. Pat Angnakak:** Thank you, Mr. Speaker. It's too bad the member didn't ask a little slower that I could have found it in my briefing note.

There's a process that each health care centre goes through. We work with CGS and there's an assessment that is done. There is a priority list for different health care centres. Currently we are building the one in Sanikiluaq this summer, and the next one will be in Cape Dorset. I would have to look at my list to see where the Baker Lake one is and I can get back to the member on that. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Your first supplementary, Mr. Mikkungwak.

**Mr. Mikkungwak:** Thank you, Mr. Speaker. I am well aware that it can take a number of years from when a project appears on the capital plan to when it actually gets built. Can the minister provide an approximate timeframe for when Baker Lake will see a larger health centre open its doors in the community? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister Angnakak.

**Hon. Pat Angnakak:** Thank you, Mr. Speaker. Once again I'll have to get back to the member on that. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Your final supplementary, Mr. Mikkungwak.

**Mr. Mikkungwak:** Thank you, Mr. Speaker. My final question on this is: I understand the minister will get back to me, and when the minister does get back to me, can she also identify when the preplanning stages start to commence, this year or the latter part of this year or the following year? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister Angnakak.

**Hon. Pat Angnakak:** Thank you, Mr. Speaker. Yes, I can commit to that. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Oral Questions. Member for Arviat North-Whale Cove, Mr. Main.



**Question 148 – 5(2): Northern Lights Conference Attendance**

**Mr. Main** (interpretation): Thank you, Mr. Speaker. (interpretation ends) I would like to address my question to the Minister of Health. Was the minister directed to attend the Northern Lights Conference, yes or no? (interpretation) Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister of Health, Minister Angnakak.

**Hon. Pat Angnakak**: Thank you, Mr. Speaker. Yes, Mr. Speaker. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Oral Questions. Member for Aivilik, Mr. Netser.

**Mr. Netser** (interpretation): Thank you, Mr. Speaker. Thank you for recognizing me again. Excuse my cold. Can we talk about Bill 7 now? Can we ask questions about the contents of Bill 7? Please advise me. Thank you, Mr. Speaker.

**Speaker** (interpretation): Mr. Netser, that's under Committee of the Whole. When a matter is under Committee of the Whole, we cannot ask questions about it in the House. It would be more appropriate if you could ask questions in the Committee of the Whole because it originated there.

Thank you. Oral Questions. Member for Amittuq, Mr. Kaernerck.

**Question 149 – 5(2): Medical Travel Policy**

**Mr. Kaernerck** (interpretation): Thank you, Mr. Speaker. Thank you for the

opportunity. I would like to direct my question to the Minister of Health regarding (interpretation ends) medical travel. (interpretation) There are problems with it. When was the last time the Medical Travel Policy under the Department of Health was reviewed? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister of Health, Minister Angnakak.

**Hon. Pat Angnakak** (interpretation): Thank you, Mr. Speaker. Yes, we're always hearing concerns about that. It is under review right now, and the review should be completed this summer. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Your first supplementary, Mr. Kaernerck.

**Mr. Kaernerck** (interpretation): Thank you, Mr. Speaker. I just asked when the last review was held and when the review results were approved. Let me ask instead: what about the medical escorts or perhaps let me rephrase that. When patients requiring electrical cardiograms are sent down, are they required to always have escorts? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister Angnakak.

**Hon. Pat Angnakak** (interpretation): Thank you. Whether or not the escorts are approved is always a concern. From my understanding, the nurse and doctor have a discussion on whether the patient needs an escort or not and, if the patient needs an escort and it is approved, then the person would have an escort. Sometimes they don't need an escort initially right off the bat. That's decided

by the doctor or nurse. Sometimes the escort will join them after the surgery. They are all different circumstances and sometimes it's considered inconvenient, but I'm always referring to the (interpretation ends) Office of Patient Relations (interpretation) whenever anyone has a complaint and they can call there. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Your final supplementary, Mr. Kaernerker.

**Mr. Kaernerker** (interpretation): Thank you, Mr. Speaker. Another matter relates to what you just mentioned, Mr. Speaker, and it is inconvenient in all three regions; the Kitikmeot, Kivalliq and the Baffin. The review is scheduled to be completed this summer, and with that said, will there be an opportunity for the local health committees to provide input on these policies?

To provide this example, when people travel south, people from the Baffin are sent down to Ottawa. We have heard from some patients that for various reasons they are not allowed in the boarding home. This just happened to a person recently. They then have to use their own funds for accommodations at a hotel. I wonder, when someone has to pay for their own expenses, if they can get reimbursed.

Can this be included in the review of the new policy? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister Angnakak, I believe he asked more than one question, but I'll give you the opportunity if you would like to respond. Minister Angnakak.

**Hon. Pat Angnakak** (interpretation): Thank you, Mr. Speaker. Indeed, I share that concern as well, when some people are barred from the boarding home. This occurs with reasons, usually more than one. Some people are barred due to alcohol while others for bullying or violence.

When any incident occurs, the people are kicked out. Now, when they are kicked out of the boarding home, the Department of Health will pay for their hotel accommodations. However, this can become problematic as the meal per diems are paid right away. But, when people are placed in this situation, we can also provide meal vouchers at the hospital in Ottawa.

The vouchers are prepaid, and I am unsure of the Inuktitut term, but we provide meal vouchers so they can eat at the hospital. However, the vouchers only work at certain places and due to other issues; we don't provide cash for their meals. When the person who has incurred expenses return home, they can submit a claim for reimbursement.

With regard to the review and the process, it is like today, if we found there was a particular practice that was problematic, or a program that has caused real issues, if we find that we have a particular problem, we can immediately make changes. However, with respect to this review, we are looking at a comprehensive review to see if we require changes made in other areas which would be reported. Thank you.

**Speaker** (interpretation): Thank you. Oral Questions. Member for Rankin Inlet North-Chesterfield Inlet, Ms.

Towtongie.

**Question 150 – 5(2): Caribou Management**

**Ms. Towtongie** (interpretation): Thank you, Mr. Speaker. I would like to direct my question to the Minister of Environment.

I heard what he said earlier, but we have laws where our ancestors relied on animals for survival, and they took very good care of them, and they never wasted any meat. If you just throw away country food, how many times has there been enforcement activity about it? Do you know if anybody has ever been charged for wasting caribou meat or throwing away meat? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister of Environment, Minister Savikataaq.

**Hon. Joe Savikataaq** (interpretation): Thank you, Mr. Speaker. As to the numbers, I don't have the details in front of me, but I can tell my colleague that if a person reports wastage it would be investigated. If the conservation officer sees wasted meat, then they will investigate. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Your first supplementary, Ms. Towtongie.

**Ms. Towtongie** (interpretation): Thank you, Mr. Speaker. You know our government is working hard to implement *Inuit Qaujimajatuqangit*; but we're not using it. When caribou are starting to cross rivers, the first caribou are not supposed to be killed. No matter

how poor they look or what condition they're in, the first caribou to cross a river must never be killed. Why isn't the Nunavut government's Wildlife Division enforcing *Inuit Qaujimajatuqangit*? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister Savikataaq.

**Hon. Joe Savikataaq** (interpretation): Thank you, Mr. Speaker. At this time, when the government initiates a project or a regulation, they identify the species, what quotas are set, and what should not be killed. There is nothing in writing about the caribou not being harvested when they're going to be crossing a river. I have heard of that traditional rule, but there's nothing in the government's rules. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Your final supplementary, Ms. Towtongie.

**Ms. Towtongie** (interpretation): Thank you, Mr. Speaker, and I would like to thank the Minister. I am pleased that he knows the traditional rule. This summer, the caribou are going to be starting to cross rivers. Can the minister agree to have the wildlife officers there when the caribou are starting to cross just to watch the activity? They have to be there and find out what happens.

Can this minister commit to having wildlife officers at the river crossing area, because the caribou are being massacred for financial gain? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister Savikataaq.

**Hon. Joe Savikataaq** (interpretation): Thank you, Mr. Speaker. There are a lot of rivers that the caribou cross during migration. We won't be able to cover all the rivers that are being crossed, and I don't know if they would be able to do it. There is nothing in writing about being forbidden to harvest caribou during the river crossings. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Oral Questions. Member for Arviat North-Whale Cove, Mr. Main.

### **Question 151 – 5(2): Decriminalization of Marijuana**

**Mr. Main** (interpretation): Thank you, Mr. Speaker. I would like to direct my question to the Minister of Justice regarding cannabis.

We all know that the federal government has set up legislation where they will make cannabis available nationwide. As members, we may support or not support this piece of legislation. We know the federal government is not going to be listening to us.

We all know that they're making money in the communities where what they call in English (interpretation ends) "drug dealers" (interpretation ) are making money. There is going to be a lot of money spent on cannabis. Once cannabis is legalized, what does the minister anticipate about drug dealers and what is going to be happening to the drug dealers? Are we going to see less drug dealers in the schools, or is there going to be an increase once cannabis is legalized? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you.

(interpretation ends) Mr. Main, this is almost a hypothetical question, I believe. It's very general in nature, but I will allow Minister Ehaloak to reply to the question. (interpretation) Minister of Justice, it's up to you whether you want to respond to the question or not. Ms. Ehaloak.

**Hon. Jeannie Ehaloak**: Sorry, Mr. Speaker. (interpretation) Thank you, Mr. Speaker. (interpretation ends) At this time I can't really give you a definite answer. The Department of Justice, along with RCMP, are working to prepare ourselves for the... . Now that the cannabis legislation is passed we are working toward regulations. That's all I can say for now, Mr. Speaker.

**Speaker** (interpretation): Thank you. Your first supplementary, Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Speaker. (interpretation ends) I'll be specific with my supplementary. In terms of the drug trade in Nunavut right now, does the Department of Justice know how many people are involved in the illegal drug trade in Nunavut? (interpretation) Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak** (interpretation): Thank you, Mr. Speaker. (interpretation ends) Thank you, Mr. Main, for your question. At this time I don't have that detail of information, but I can get the information, if the member so requests. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Your final supplementary, Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Speaker. I'm concerned because drug dealers sell for a profit and it's obvious that they're going to be looking for other sources of income. For those of us in the communities, what are we going to expect once cannabis is legalized? The (interpretation ends) experts (interpretation) might turn to (interpretation ends) harder drugs (interpretation) or a larger amount of alcohol that might be bootlegged. That is what I'm anticipating.

What does the Department of Justice anticipate? Do you think that there are going to be (interpretation ends) harder drugs (interpretation) being sold or larger amounts of alcohol once cannabis is legalized nationwide? What kinds of plans do you have in place in anticipation of the legalization? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister Ehloak.

**Hon. Jeannie Ehloak**: Thank you, Mr. Speaker. (interpretation ends) Thank you, you Mr. Main. Your first question is a hypothetical question, so I can't really give you a definite answer for that, but when it comes to bootlegging and hardcore drugs, my department is working diligently to ensure that those who have been caught selling bootleg bottles or hard illicit drugs; investigations are being held and, like I said, I do not have that level of detail of information that you're looking for but I am willing to provide it to the member once I have that information from my department. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Oral Questions. Member for Aivilik, Mr.

Netser.

### **Question 152 – 5(2): Dust Control Initiatives**

**Mr. Netser** (interpretation): Thank you, Mr. Speaker for recognizing once again. I was going to be asking questions on the legalization of cannabis, but I would like to direct my question to the Minister of Community and Government Services.

Once again, the snow is thawing, and there is going to be dust everywhere and it does affect you.

>> *Laughter*

When I was in Naujaat before we came here I had a meeting with the hamlet council, and yes, the community of Naujaat has a lot of dust pollution. Do you have any plans to address the dust pollution? Thank you, Mr. Chairman.

**Speaker**: Thank you. Minister of Community and Government Services, Minister Kusugak.

**Hon. Lorne Kusugak** (interpretation): Thank you, Mr. Speaker, and I would like to thank the member for his question. Communities are funded for their operations and maintenance including dust suppressants.

If the Hamlet of Naujaat has purchased dust suppressants, I'm sure they will be applying it this summer. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Your first supplementary, Mr. Netser.

**Mr. Netser** (interpretation): Thank you, Mr. Speaker. The Minister of

Community and Government Services indicated that there are funds available for dust suppressants for (interpretation ends) dust control. (interpretation) Do you provide funds to hamlets for those purposes? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister Kusugak.

**Hon. Lorne Kusugak** (interpretation): Thank you, Mr. Speaker. The hamlets are funded for their operations and maintenance and it is included in the monies that are allotted to the hamlets. They can purchase dust suppressants or dust controllers. It's at their discretion. If they want to purchase dust control suppressants, they're free to do so. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Your final supplementary, Mr. Netser.

**Mr. Netser** (interpretation): Thank you, Mr. Speaker. Naujaat is going through forced growth. The monies that are provided to the hamlets are less than what they need. Usually, they have to drop some projects in order to fund other more important things. Could the department provide funds for dust control? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Mr. Kusugak.

**Hon. Lorne Kusugak** (interpretation): Thank you, Mr. Speaker. Dust is very, very bad, to the point where you can't even see the truck in front of you. Sometimes there are almost collisions, or that's how bad the situation is. We're looking at what types of suppressants are better because some of the ones are totally useless. We will work with the

communities on dust control. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Oral Questions. Member for Rankin Inlet North-Chesterfield Inlet, Ms. Towtongie.

### **Question 153 – 5(2): Caribou Management**

**Ms. Towtongie** (interpretation): Thank you, Mr. Speaker, for recognizing me once again. I would like to direct my question to the Minister of Environment.

I was talking about one river that the caribou cross. It's only five or ten minutes away from the Hamlet of Rankin Inlet. I wasn't talking about all the rivers that are being crossed by the caribou. That's just for clarification. I'll leave it at that. Thank you.

**Speaker** (interpretation): Thank you. Ms. Towtongie, I didn't hear a question. Oral Questions. I have no more names on my list. Going back to the orders of the day. Written Questions. Returns to Written Questions. Replies to Opening Address. Petitions. Responses to Petitions. Reports of Standing and Special Committees on Bills and Other Matters. Tabling of Documents. Minister of Community and Government Services, Mr. Quassa.

### **Item 13: Tabling of Documents**

#### **Tabled Document 035 – 5(2): 2017-2018 Annual Report of the Utility Rates Review Council**

**Hon. Paul Quassa** (interpretation): Thank you, Mr. Speaker. (interpretation ends) I am tabling the 2017-18 *Annual*

*Report for the Utility Rates Review Council of Nunavut.* (interpretation)  
Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you.  
Tabling of Documents. Premier Quassa.

**Tabled Document 036 – 5(2): Request to Have a Diamond Jubilee Medal Revoked**

**Hon. Paul Quassa** (interpretation): Thank you, Mr. Speaker. I would like to table a letter from Madam Emmanuelle Sajous, who is the Deputy Secretary and Deputy Herald Chancellor, regarding the recognition medal for the Nunavut resident Ike Haulli.

**Speaker** (interpretation): Thank you.  
Tabling of Documents. Premier Quassa.

**Tabled Document 037 – 5(2): Report Respecting Benefits Paid to Ministers under the Ministerial Benefits Policies**

**Hon. Paul Quassa** (interpretation): Thank you, Mr. Speaker. (interpretation ends) Today I am tabling the *Report Respecting Benefits Paid to Ministers under the Ministerial Benefits Policies for the Fiscal Year Ending March 31, 2017.* (interpretation) Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you.  
Tabling of Documents. Member for Arviat North-Whale Cove, Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Speaker. At this time I ask that we break for lunch, Mr. Speaker. Thank you.

**Speaker** (interpretation): Mr. Main, we

are on Item 13, Tabling of Documents. Before we go to Item 14, are you trying to ask that we break for lunch in recognition of the clock? Mr. Main, we still have some items to deal with and I believe we can deal with them now, as it will be a long day.

At this time we will proceed with the orders of the day. Tabling of Documents. Member for Arviat North-Whale Cove, Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Speaker. I would like to ask that we take a 10-minute break, Mr. Speaker. Thank you.

**Speaker** (interpretation): Mr. Main, our meeting will continue for the time being. Tabling of Documents. Notices of Motions. Member for Arviat North-Whale Cove, Mr. Main.

**Item 14: Notices of Motions**

**Motion 008 – 5(2): Extended Adjournment – Notice**

**Mr. Main** (interpretation): Thank you, Mr. Speaker.

(interpretation ends) I give notice that on Wednesday, June 13, 2018, I will move the following motion:

I move, seconded by the Hon. Member for Aggu, that pursuant to the provisions of Rule 3, that when the House concludes its present sitting, it shall be adjourned until October 23, 2018.

Mr. Speaker, at the appropriate time I will seek unanimous consent to deal with my motion today. (interpretation) Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Notices of Motions. Moving on. Notices of Motions for First Reading of Bills. Motions. Member for Arviat North-Whale Cove, Mr. Main.

### Item 16: Motions

**Mr. Main** (interpretation): Thank you, Mr. Speaker. At this time I request unanimous consent to deal with my motion today. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. The member is seeking unanimous consent to deal with his motion today. Are there any nays? There are no nays. Please proceed, Mr. Main.

### Motion 008 – 5(2): Extended Adjournment

**Mr. Main** (interpretation): Thank you, Mr. Speaker.

I move, seconded by the Member for Aggu, that pursuant to the provisions of Rule 3, that when the House... . Let me say this in English as I don't know how to say it in Inuktitut. (interpretation ends) ... When the House concludes its present sitting, it shall be adjourned until October 23, 2018. (interpretation) Thank you, Mr. Speaker.

>> *Laughter*

**Speaker** (interpretation): Thank you, Mr. Main. The motion is in order. To the motion.

**An Hon. Member:** Question.

**Speaker** (interpretation): All those in favour of the motion, please raise your hand. Thank you. All those opposed.

The motion is carried. Thank you.

Motions. First Reading of Bills. Second Reading of Bills. Consideration in Committee of the Whole of Bills and Other Matters. Bills 3, 4, 5, 6, and 7 with Mr. Mikkungwak in the Chair.

In accordance with the authority provided to me by Motion 4 – 5(2), the committee will stay in session until it reports itself out.

Before we proceed to the Committee of the Whole, we will break for lunch and come back at 1:30 p.m.

Sergeant-at-Arms.

>> *House recessed at 11:41 and Committee resumed at 13:29*

### Item 19: Consideration in Committee of the Whole of Bills and Other Matters

**Chairman** (Mr. Mikkungwak) (interpretation): Good day, people of Baker Lake and Nunavut.

(interpretation ends) I would like to call the committee meeting to order. In Committee of the Whole we have the following items to deal with: Bills 3, 4, 5, 6, and 7. What is the wish of the committee? Mr. Rumbolt.

**Mr. Rumbolt:** Thank you, Mr. Chairman. Good afternoon, members. Mr. Chairman, we wish to continue with the review of Bill 4 and the Department of Family Services, followed by the Department of Justice, the Department of Finance, and if time permits, the Department of Economic Development and Transportation. Thank you, Mr.



Chairman.

**Chairman** (interpretation): Thank you very much. Are we in agreement that we first deal with Bill 4? Do you agree?

**Some Members:** Agreed.

**Bill 04 – Appropriation (Operations & Maintenance) Act, 2018-2019 – Family Services – Consideration in Committee**

**Chairman** (interpretation): Thank you. (interpretation ends) I would now like to ask Acting Minister Savikataaq: do you have officials that you would like to appear before the committee? Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. Yes, I would. Thank you.

**Chairman:** Thank you. Does the committee agree to let the minister and his officials go to the witness table? Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. (interpretation) Sergeant-at-Arms, please escort the minister's officials in.

For the record, Minister Savikataaq, please introduce your witnesses. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. To my right is the DM of Family Services, Yvonne Niego, and to my left is the ADM of Family Services, Sol Vardy. Thank you, Mr. Chairman.

Just before we begin, I would like to just make a correction or addition to some

statements I made in the last stuff about income support. On Friday when we met, one of the members asked about the process to appeal when a client is denied. When a client of income support is denied, they do receive written notification and then they have seven days to appeal their rejection. The first-level appeal meets every two weeks. I had said one month. They meet every two weeks.

We have up to 30 days to respond on the appeal request, but it rarely takes that long and the only time it would take that long is if you could not get the appeal board to get together for whatever reason. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Welcome to your officials.

We were on page D-6. Family Services. Income Assistance. Following my list of names, Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. Good day, Mr. Minister and to your officials.

When talking about the subject of income assistance, it has links to many different issues as well. In the Hamlet of Arviat, when I met with the council, they spoke about this issue. When a family receives income support, the children tend to have poor attendance rates. If the parents are employed, their children attend school continually in line with their working hours.

When the parents don't have employment, then it seems their children are impacted as well. Do the income support workers work with the local schools? (interpretation ends) Is there

any coordination with regard to the issue of attendance in terms of people who are on income assistance? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. Yes, we do work with them to some degree. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) In terms of working with them, my understanding is that income assistance is not something that can be denied based on a child's attendance. In terms of working with the schools, what does that mean? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. Just for clarification, the children are dependents of the person on income support, not the student that's on income support. Thank you, Mr. Chairman. I'll get my DM to elaborate a bit on that. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Ms. Niego.

**Ms. Niego:** Thank you, Mr. Chairman. Income support works with the schools on attendance record. Then on a municipal inter-agency level, they work together to increase school attendance. On the policy itself, it's on a case by case basis as far as what the productive

choices of the family on income support are. It's done in collaboration with the family, so very much on a case-by-case basis. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. Moving on to a different topic, the Senior Fuel Subsidy is \$478,000. Was that completed for the homeownership programs? We do want to provide support to homeowners, especially when they're elders. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. That budget was not used up in the last fiscal year. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. I want ask why it was not completely used up. Is it because there are not enough private homeowners, or a lack of applicants? Does the department know? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. I'll just elaborate a little bit on the program itself first and then I'll get to the question. There are two tiers to the Senior Fuel Subsidy. The first is if you make \$75,000 or less, then you qualify for the full subsidy which is 3,500 litres of fuel within the year. If

you make between \$75,000 and \$100,000, then you qualify for half of that, so that comes out to 1,750 litres.

This program is application-based and reimbursement-based. You buy your fuel, you take your fuel ticket, if you qualify, then you go get reimbursed for that amount. That's how the program works. You have to be over 60, so I don't know if there are that many homeowners that are over 60 years old. So we don't know, but it's application-based and, if you qualify, you will get the reimbursement because the budget is not used up. Thank you, Mr. Chairman.

**Chairman:** Thank you. The next name on my list, Mr. Netser.

**Mr. Netser** (interpretation): Thank you, Mr. Chairman. (interpretation ends) I just have one question. (interpretation) In regard to people who are receiving EI, sometimes their EI is lower than their actual income support. Could this income support be used as a supplementary? Even if the individual is receiving EI when the EI is smaller than income support? Thank you.

**Chairman** (interpretation): Thank you very much. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. The member is correct, they can get it. It depends on your family and number of dependants you have, but if your total income is within the parameters, you could qualify for income assistance to get you to a level where you can feed your family properly. So, yes, they can do it but it depends on the family size and the circumstances. I'll give you an example; if you had a large family and you had

your own house, your expenses are way more than if you had a large family in public housing and your rent was paid. All of those are factored in. If you are below the threshold income, if you are below that after all the calculations are done, then you could qualify for some income assistance. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) Next name on my list, Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. My first question is going to be about the Daycare User Subsidy Program. It's on page 167 of the Business Case. There's about a sentence there that describes the program. I was wondering if you'd be able to give us a little bit more information on this program. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. I'll have Mrs. Vardy answer that question, if you'll allow? Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Vardy.

**Ms. Vardy:** Thank you, Mr. Chairman. This daycare user subsidy is for those clients that need it most. We have a pre-calculated daycare user subsidy based on the income. When it exceeds the basic needs, that's the time that the client can qualify for the daycare user subsidy. There will be changes that we are planning to have by October 01, wherein this daycare user subsidy will be an extended benefit as part of the income assistance program, instead of having it

as a separate program. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. You mentioned that the current program uses income thresholds as a basis for applicants. Would you be able to tell us what those thresholds are? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. With your permission, I'll have Ms. Vardy answer that question? Thank you.

**Chairman:** Thank you. Ms. Vardy.

**Ms. Vardy:** Thank you, Mr. Chairman. We do not have thresholds that we base this on when we calculate the subsidy. This is a needs-based program so, we calculate it based on the total income of the household; that's the head of the household and the family, the spouse. The total income is compared to the basic needs. That includes the utilities, the rent, the food plus the required daycare costs. So, if the income has a budget deficit, that's the time that we are able to provide that client who is qualified for the daycare user subsidy. we don't really have a threshold. It is based on needs. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. Would you be able to explain to us how much subsidy is made

available to a family that is in a budget deficit that has explained their need for the program? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. I'll have the DM answer that. She has the numbers in front of her. It would be easier for her to read them than me. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Niego.

**Ms. Niego:** Thank you, Mr. Chairman. For child care with a licensed daycare: full-time, it's \$700 per month per child, for part-time it's \$350 per month per child, for a licensed family day-home, it is \$600 per month per child or part-time, \$300 per month per child, and then there's also the option of an unlicensed care home at \$500 per month per child or \$250 per month per child. There is also an after-school care, which can be provided at \$145 per month per child, as well as weekend daycare. The maximum for that is \$120 per month per family, with at total maximum of \$600 per year. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. As you had previously stated, the department is considering making the daycare user subsidy an extended benefit to income assistance. Does that mean that only income assistance clients will be eligible to take part in this daycare user subsidy? Thank you, Mr. Chairman.

**Chairman** (Mr. Rumbolt): Thank you, Mr. Lightstone. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. The member is correct. Thank you, Mr. Chairman.

**Chairman:** Thank you, Minister Savikataaq. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. I would just like to state that I think that might be going in the wrong direction. Right now I think there are many low-income families that aren't necessarily on income support that would definitely benefit and need the assistance provided by this program. I would like to request if the department would look into keeping this subsidy program available to low-income families that aren't on income support. Thank you, Mr. Chairman.

**Chairman:** Thank you, Mr. Lightstone. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. Your concerns will be noted, but we are also working with Inuit orgs. because they have subsidies for low-income Inuit [for] daycare. Thank you, Mr. Chairman.

**Chairman:** Thank you, Minister Savikataaq. Mr. Mikkungwak.

**Mr. Mikkungwak** (interpretation): Thank you, Mr. Speaker. I would like to expand on my colleague's questions about the Senior Fuel Subsidy. The minister stated earlier that it's a proposal-based program. In Baker Lake the whole community came together for an elder. The elder didn't have any fuel during the coldest months of the year. It was very difficult. That elder became physically disabled and he could not fill out application forms because he was

almost blind. How can people like that get help? They are homeowners and it's essential to have fuel. How can the Department of Family Services help in that regard? Thank you, Mr. Chairman.

**Chairman:** Thank you, Mr. Mikkungwak. Minister Savikataaq.

**Hon. Joe Savikataaq** (interpretation): Thank you, Mr. Chairman. If elders need help, then the income support workers can help them fill out the application forms. The elders should just bring the fuel receipt the next time the elder goes to the income support office. The income support worker can fill out the application and send it out.

On the other question about family services, yes, they did work with another department this winter. Thank you, Mr. Chairman.

**Chairman:** Thank you, Minister Savikataaq. Mr. Mikkungwak.

**Mr. Mikkungwak** (interpretation): Thank you very much, Mr. Chairman. I'm not sure if you're hearing me correctly. I stated earlier, this person is almost blind, and he knows that applications have to be filled out, but because of this disability, he really needs help. He obviously needs help. The need to have fuel is essential. Fuel is essential for people living in the Arctic. If the person has to keep filling application forms, can the income support workers go to their homes to help him fill out the application? Can they get more help like that? Thank you, Mr. Chairman.

**Chairman:** Thank you, Mr. Mikkungwak. Minister Savikataaq.

**Hon. Joe Savikataaq** (interpretation): Thank you, Mr. Chairman. I'm sorry if I misunderstood you initially. That was unfortunate, but if the elder has poor eyesight, and if they have relatives able, such as a son, daughter or even grandchildren that can assist, then that is a possibility. The income support workers tend to deal with office matters, but the application form can be taken to the income support office, with the elder providing the receipts. Thank you, Mr. Chairman.

**Chairman:** Thank you, Minister Savikataaq. Mr. Mikkungwak.

**Mr. Mikkungwak** (interpretation): Thank you very much. In the case where the receipts can't be found, will the person still be eligible to receive income support? The reason here is that this person is an elder, and now has a handicap. Can this elder receive assistance especially if they really need the fuel and identify that? He is also a homeowner who is well known. Thank you, Mr. Chairman.

**Chairman:** Thank you, Mr. Mikkungwak. Minister Savikataaq.

**Hon. Joe Savikataaq** (interpretation): Thank you, Mr. Chairman. If the elder has lost their receipts, then the income support worker can help the elder to request a copy of the receipt from the gas station if they bought fuel. The elder is eligible for reimbursement, especially accepted expenses but we require actual proof of purchase prior to reimbursement and this is a requirement under the legislation.

If the elder lost their receipt, and if the co-op is running the POL gas station,

then they would look for a copy of the receipt there. Thank you, Mr. Chairman.

**Chairman:** Thank you, Minister Savikataaq. We are on page D-6. Income Support. Total Operations and Maintenance, to be Voted. \$60,003,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Page D-7. Career Development. Mr. Netser.

**Mr. Netser** (interpretation): Thank you, Mr. Chairman. What is in this department are things like Financial Assistance for Nunavut Students and income support. The money that the students receive doesn't seem to be very much and the assistance that they get from the government doesn't seem to be enough for them to buy food for the month. The students always say that it's not enough to buy food with. Are these students eligible to get income support to make up for the insufficient money that they're getting? Thank you, Mr. Chairman.

**Chairman** (Mr. Mikkungwak) (interpretation): Thank you very much. Minister Savikataaq.

**Hon. Joe Savikataaq** (interpretation): Thank you, Mr. Chairman. From my understanding, yes, they can get income support if the money they get is not enough. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Netser.

**Mr. Netser** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Thank you minister for the response.

(interpretation) Inuit are becoming more and more capable. I know we're quite capable, but Inuit are becoming increasingly more capable. Students who go to school get (interpretation ends) certificates (interpretation) and sometimes they are not as good as people who are not certified. I believe this is making us work backwards.

Inuit who don't have a certificate are kept from being recognized as good workers. We really need to fix this, Mr. Chairman. When workers prove to be quite capable, the government should be able to start recognizing our fellow residents of Nunavut.

Some of them are real mechanics but because they are not certified they are said to not be qualified. There are oil burner mechanics, but they're not certified, and people who are getting older. We have to start to think about them. Sometimes some people have their (interpretation ends) certificate (interpretation) but aren't (interpretation ends) qualified (interpretation) to do the work.

I know a journeyman mechanic who was trying to change the oil of a big truck. That person put oil into the wrong tank when the oil had to be filled in a different part of the truck. It was supposed to go in the combustion part of the engine but he put it in a different part of the truck and (interpretation ends) that cost the government \$900,000. (interpretation) He was a journeyman (interpretation ends) but he was not certified to work on the vehicle.

(interpretation) Inuit have been working for a very long time. Can this be looked at by the people responsible for

(interpretation ends) career development (interpretation) to correct this? I hope I was clear. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. The reason everybody asks for journeymen a lot is to make sure they are qualified. For insurance purposes they usually want some kind of proof that this person is working in the field. The apprentice exams are written and they have a passing grade. They have to pass that in order to get their journeyman.

That being said, you can challenge the trades exam after you have worked in that field for many years and you have the hours. You can challenge and that can be arranged through Career Development to have a challenge exam. If you pass the challenge exam, then you can become a journeyman. Thank you, Mr. Chairman.

**Chairman:** Thank you. Family Services. Career Development. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. I have questions about apprenticeships. (interpretation ends) In your business plan it says that in 2017-18, in terms of a status update at the bottom of page 171, it says "Internal processes have been streamlined to better serve apprentices and potential apprentices..."

On the next page on 172 it says one of the priorities for this year is "Continue improvements to the Nunavut Apprenticeship Program, Act, and Regulations." I wonder if the minister

can tell me: what are they hearing from the businesses that register these apprentices? Are they getting positive feedback and are things moving faster in that regard because it has been a big issue in the past for businesses trying to register their apprentices?  
(interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. With your permission, I would like the DM to answer that. Thank you.

**Chairman:** Thank you. Ms. Niego.

**Ms. Niego:** Thank you, Mr. Chairman. With regard to improvements to apprenticeship, when it comes to the business sector, some of the work that we have been actioning is rejuvenating the board. Through that board, connections to the business will strengthen. Through revising the Act, some of the recommendations are to increase the level of authority. Again, that will enable a wider net for the business sector. These are a couple of the areas. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. We give apprentices our full support and we also support the local businesses. That is just a comment.

(interpretation ends) When it comes to FANS, the \$8.3 million, the same amount that was budgeted last year, in terms on the number of students that are applying for FANS, the number of

students that are maybe travelling outside their home community, what are the numbers doing? Do we have increasing numbers of students applying for FANS, looking at the trend?  
(interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. The trend is going up for the number of students that are applying and that are getting funding. There were 697 applicants, and of those, 440 were approved for funding. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) So I guess when it comes to FANS, this \$8.3 million, are you projecting that that'll be fully expended? Or do you leave room for a bit of a buffer there? Thank you. The same big picture kind of thing, is all that money going to make its way to the students who want it? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. There has been a bit of a buffer there. Every year we're getting closer and closer to using up that buffer. I would think eventually that more money will have to be requested in the near future. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you,



Mr. Chairman. The FANS program office is in Arviat. We have very good staff there who were able to find employment.

There is \$1.2 million for people with disabilities through the (interpretation ends) Labour Market Agreement for Persons with Disabilities. How many people are there in Nunavut with disabilities? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. We wouldn't know how many disabled people are in Nunavut. We don't have a registry or anything for the disabled, to the best of my knowledge. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. The reason why I'm asking how many there are is: when you're talking about people with disabilities, some of my constituents are not recognized as people with disabilities. They request to the different levels of the government. We know that they do have physical disabilities, but their disability is not recognized by the government. This is just a comment but I just want you to know that there are people out there who cannot get the funds. Maybe if you have an individual going to the communities to look at these matters it would help. That was just a comment. That's it. Thank you, Mr. Chairman.

**Chairman:** Thank you. The next name on my list, Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I just have a couple of questions here. For the first one I'd like to get the minister to describe what types of outreach efforts are being made to guide Nunavut students toward career opportunities that have been identified in Nunavut's labour market. I've often brought up in the past with regard to the Summer Student Program that the field of study be used to guide students to their summer student employment and I'd like to see further outreach programs to guide the students as their graduating to work, preferably, in the public services, but also in the private sector to help them guide their employment opportunities. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. One of the ways that we try to attract more people to the field is to have job fairs in high schools. We do participate in job fairs that happen in high schools. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I understand and appreciate those efforts. Where I'm going with this is more for post-secondary studies or specific training opportunities that make sure students are being matched up with employment opportunities within their field of study. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. To the best of my knowledge,

we don't do that right now as each individual department has their own summer employment programs, I believe, and the bulk of the money does come from Finance to do stuff like that. I understand where the member is coming from. It makes sense. Not all of them might be able to do that. For example, if you're going to school to be an accountant, it would make sense that you work as an accountant as a summer job or an accountant's helper. I agree with him and we could try to do stuff to match what the student is training for and the summer jobs that are available, but summer jobs are limited. I'll take the member's comment to the department though. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. Maybe just to go a step further, and I would hope that the department will also consider this, having the authority of FANS, they have the knowledge of what post-secondary students are taking in their studies and having some type of coordination with the Department of Finance in their HR, not every student who goes away for post-secondary comes back and works as a summer student. Sometimes they're able to take the summer off, so they may not be on the radar or they may not realize what opportunities are available to them.

I would like to see a real concerted effort to maximize our students who are taking post-secondary educational opportunities to link them up with employment opportunities upon their graduation so that we can continue our northern residents accessing the labour force at the earliest and easiest method possible. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. I didn't seem to hear a question; if he could just rephrase it. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I'm just looking for the minister to confirm whether that would also be a component of the focus with that suggestion to the department to consider. I would just like a confirmation of that. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. Yes, we can consider that. If it's for summer student employment, as the member is probably aware, most of the summer student jobs are in the major centres and there are not too much government summer student programs in the smaller communities. That would also have to be considered in terms of if you're going to be a summer student in a different community, then we don't provide housing, so you would have to find your own housing. There are a few barriers, but the member's comments are noted. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. Maybe I'll elaborate. If there is a student studying down south going to college or university, we will say, studying child and youth counselling, they may not have taken the opportunity to access summer student employment, but upon

their graduation, whatever community they're from, they definitely have an opportunity to be an asset to that community.

Where I'm going with this is: I would like to see some targeted approaches to those students as they're nearing graduation to look at either job opportunities or even training or mentorship opportunities in whatever community they're from or that they want to seek employment in. That's kind of where I'm going. I would just like to get the minister's confirmation that he understands fully where I'm going with this. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. I see where the member's going, but when anyone completes their schooling and they have their certificate, their diploma, their degree or whatever, it's an asset that everybody wants to get because you know they're qualified; you know they can do their job. The problem here might be, where you are from a small community, you can't just create a job there because it has to go through the budgeting process. I think I know where the member's coming from. FANS should know what the student is taking and getting the departments to look at this student when he or she graduates to see where that person can get a job or more training in that field of his/her schooling. It seems to be quite a daunting task, but we can look at that. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman.

I know it may be daunting, but it may prove very worthwhile of a task to look into. I'll leave that alone for now. Like I promised on Friday, I'm going to dive into a little bit with the Nunavut apprenticeship. I noticed with some interest the difference in the budget from 2017-18 to 2018-19 dropped by almost 33 percent, and the minister's statement today on recognition of enrollment in the apprenticeship program, states that the registration levels have remained fairly consistent over the past six years. If the Chairman will indulge me a two-part question, why is there a decrease in funding and are the current staffing levels of the certification unit, the supervisor, and two certification officers sufficient to maintain this level of enrollment? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. Just so we can be on the same page, if the member can tell us where the decrease is and the page number. Thank you, Mr. Chairman.

**Chairman:** Thank you. (interpretation) Please clarify that, Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. On page 170, where it talks to the 2017-18 budget of \$578,000 and then it goes down in this year to \$390,000. Thank you, Mr. Chairman. Sorry, I'm looking at an updated one that has the standard all the way across. My apologies on the first part of my question, it looks like there's updated information. I would still like a response on the second part of my question on whether the staffing levels are sufficient to meet this level of enrollment. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. I didn't have time to get it all in my ears, so if I can get Ms. Niego to answer the question. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Niego.

**Ms. Niego:** Thank you, Mr. Chairman. In the past year there have been issues with staffing, but currently we are fully staffed in that area. Given the workload, we are managing very well. Thank you, Mr. Chairman.

**Chairman:** Thank you. Next name on my list, Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. Good afternoon. The Career Development Branch of the Department of Family Services plays an integral role in developing each of our communities and the individuals that live in them. With that being said, I owe my position of where I'm at now to the Department of Family Services and FANS. Without FANS, I never would have been able to go on to post-secondary. Thank you guys so much and I hope you will express my appreciation to the employees in the branch.

Before I go on, I would just like to state that although what you're doing is extremely important and it's great, I would just like to state that although what you're doing is extremely important and it's great, I would also like to point out that what these students are going through is a pretty difficult time in their lives. I recall many stressful moments typically at the beginning,

middle, and end of each semester.

With that being said, whenever I came across an issue when I was going to school, I would call the FANS office's 1-800 number and not a single time did someone ever answer that phone. I was wondering if that is still the case today. Does someone in the office actually answer the 1-800 number? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. Yes, we have someone who answers the phone now. If you call that number, it will be answered. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. I'm glad to hear that. The students don't need more stress than they already have on their shoulders.

I would also like to echo Mr. Hickey's recommendation to the department to work in more collaboration with the Department of Finance. I'm assuming that you do have a database of all the 400 recipients receiving the funding as well as their contact information. I'm sure that the Recruitment and Staffing Division that helps the summer student positions would benefit greatly from that information. I think it would be beneficial to maybe add a little quotation in the application form that your information will be shared to help assist in achieving summer employment, and so on.

With regard to FANS, the tuition

amount, I believe it is \$1,800 a semester. Is that correct, Mr. Chairman?

**Chairman:** Thank you. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. I can't find right here for just the tuition, but the basic grant is \$6,855 a year. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. What I was trying to get at was when I was going to school, FANS wasn't designed to fully pay for someone's post-secondary education; it was only to supplement. When I was going, the basic tuition was never enough to pay for my tuition and I always had to come up with the difference.

If we're going to try to encourage our high school grads to continue their education, I think we should be doing a little bit more, and looking at increasing the tuition amounts, and possibly looking into a tiered system. Across Canada, the average college tuition is \$3,000, I'm guessing, a year, but when you look at the university tuition, it's easily double that, yet FANS offers the same tuition amount regardless of if you're taking a diploma program or an undergraduate degree. I think something that we really need to look into is assisting those in graduate programs to help pay those substantially increased tuition fees.

Would the minister consider looking into incorporating a tiered tuition system? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. Going back to his question here, I found the information that I didn't have earlier. For tuition, we pay \$3,428 per semester. I have not been to university, so I'm not sure if that covers the amount or not, but it's \$3,428 for tuition per semester plus actual cost of airfare for one flight to and from school, and one Christmas trip back home Christmastime per student. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. I'm looking at the financial assistance benefits form that I just pulled off of the department's website and it states that the basic grant consists of the following benefits: tuition and fees of up to \$1,850 per semester, so I think you might be thinking about the academic year as opposed to the semester. Would the minister like to clarify? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. We might have to update the website because with the current information I have here: "Grant given each semester to help tuition fees and books up to \$6,855 a year." That's the maximum limit for one year, but I can get \$3,428 for tuition per semester. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr.

Chairman. I must be looking at some outdated information. Maybe the website could be updated.

Like I said, the tuition fees definitely could be looked into, but the other issue is the textbook allotment. I believe it's... . When I was going it was \$200 a semester for textbooks. Is that still the current rate? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. I don't have that information as to exactly how much per year or semester that you're allotted for books, but it's part of the \$6,855 per year limit, and books are in there too, but I don't have the detail of how much a year or per semester you can spend on books. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. I think the textbook allotment definitely needs to be updated. When I was going to college the average cost of a textbook was \$150 and when I was taking five courses a semester, I was paying a considerable amount for textbooks every single semester. Having to fork out that out of my own pocket in excess of the amount that was allotted was a financial burden that could easily be overcome if the benefits were amended, but that's just a comment.

Moving onto my next question; when you compare income support to Financial Assistance for Nunavut Students, if someone went from being an income support recipient, then was accepted to a college or university,

would they be losing any amount of their financial assistance? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. I have absolutely no idea where the member is really asking or coming from. If he could just clarify that a bit. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. The supplementary grant for FANS gives a single student \$1,032 a month in living allowance and then that goes up to \$2,850 if you're married with five dependents. What would the equivalent recipient be receiving if they were on income support? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Savikataaq.

**Hon. Joe Savikataaq:** Mr. Chairman, I have absolutely no idea. It depends on the calculation I guess. These are two very different issues; income support and FANS. Generally, if someone is on income support, income support won't pay for the airfare down and they won't pay for the tuition and all that. So, they would go to FANS, and then FANS would do the calculation, and depending on the family size and all that, like you stated, if there's not enough money, then they can qualify for the supplementary grant. Generally, I don't think someone on FANS is on income support. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. If I recall correctly, the average amount of income support awarded to an individual is somewhere in the range of \$20,000 a year and when you compare that to grants available through FANS, that is considerably lower. What I was trying to get at was there was no real incentive for people to get off of income support, go back to school, and take advantage of the financial assistance for Nunavut students. Has this ever been identified by the department and has the department ever taken that into consideration? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. I don't think we've looked at that because if we use a single client for an example; with the current system that we have right now, which I think, depends on where you are in the zone, but you get approximately \$350 a month to live on as an income support client. If you add that up, it sure isn't anywhere near \$20,000, but if you have a family of five, yes, you might get to that number. We haven't coordinated that but, it's one of the productive choices that we encourage income support clients to make; to go to school and all that. Since career development and income assistance are in the same program, they work with each other and talk with each other to try to make sure that if someone is on income support and they want to go to school, we will bend over backwards to help them to try to get to their goal. I can't tell you right now exactly what the difference in the money is. Thank you, Mr. Chairman.

**Chairman:** Thank you, Next name on my list, Ms. Towtongie.

**Ms. Towtongie:** Thank you, Mr. Chairman. My question to the minister is in regard to the Getting Ready for Employment Program, and Training; G.R.E.A.T. That's the name of the program. The business plan is telling me it has been delivered in 24 communities. Have there been successes coming out of that program? Will your new Piqataugitsi program work together with the G.R.E.A.T. program? Thank you, Mr. Chairman.

**Chairman (interpretation):** Thank you, Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. We think that the program G.R.E.A.T. is successful. There are different ways of measuring it. Where it has been run, the people that have participated in it, some of them have gotten employment, some of them have gone on to take more training and anytime anyone takes more training and gets more knowledgeable, that's a success. The other program, Piqataugitsi, I'll get my DM to elaborate on that a little bit more. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Niego.

**Ms. Niego:** Thank you, Mr. Chairman. The Piqataugitsi program isn't a program that individuals access; it is through contribution agreements to organizations that deliver training the training programs for persons with disabilities in the communities. I believe there are four or five communities from this past year involved. I know Baker Lake is one where they have developed a

food bank and employment for the disabled. That is one example. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Ms. Towtongie.

**Ms. Towtongie:** Thank you, Mr. Chairman. My question is for the inclusive employment, which deals with handicapped individuals, trying to find employment for them. How about the middle aged? For example, a middle-aged lady who had lost her husband, owned her own home, was looking for employment. What she wanted to do was apply for a janitorial position. Are there any programs for the middle-aged women, or middle-aged men that we can gear toward? Would that be under the G.R.E.A.T. program? Would that be under the Piqataugitsi program? Which program could they apply for? Thank you, Mr. Chairman. That's my final question.

**Chairman** (interpretation): Thank you very much. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. The programs that the member just mentioned, there are no age restrictions. So if you're middle aged, you can apply. If you're young you can apply. If you're old, you can apply. It's just different criteria for the programs as to what people it is targeting, but it's not age specific. Thank you, Mr. Chairman.

**Chairman** (interpretation): Are you finished? Thank you very much. I have no more names on my list, but someone raised their hand. (interpretation ends) I'll allow one more question on this branch. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I appreciate that. I turned the page and realized there was a question that I forgot to ask. I'll make it quick. When we're looking at FANS and loan repayment, how accurate is the tracking for students when they come back and either repay their loans or through the remission process? I have heard some concerns in the past where there were some issues with students being asked to duplicate payments and things like that. Have there been any advancements in that division? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. I'll have Ms. Vardy answer that question. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Vardy.

**Ms. Vardy:** Thank you, Mr. Chairman. We have been analyzing these long outstanding loans from FANS. These are loans since 1995, way back in the NWT, to 2016. Of that, \$6.4 million outstanding loans, we have 803 students in there that remain as outstanding loans. We have been monitoring all this on that and we have prepared a procedures manual on the student loans collection since last year, and then we've been working with the Department of Finance as well on how we can start taking on the collections process, as well as connecting with the Department of Justice as to look at all those long-term loans that might have to look at the statutes of limitations, since some of them are more than seven year old loans.

In terms of accuracy, we are accurate with the numbers. We have controlled



the system with our list of outstanding loans to make sure that we are not asking them to double pay, or ask for more than what they should pay. Thank you, Mr. Chairman.

**Chairman:** Thank you. Family Services. Career Development. Total Operations and Maintenance, to be Voted. \$20,091,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Back to page D-3. Family Services. Total Operations and Maintenance, to be Voted. \$153,215,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Do members agree that we have concluded the Department of Family Services? Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Minister Savikataaq for closing comments. Minister Savikataaq.

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. I would like to thank all the members for being engaged, asking the proper questions, at times tough questions. These questions need to be asked. We have a budget to present to you and if you're agree with the budget, then you vote on it and it passes. I thank you for agreeing with our budget.

Second, I would like to thank my staff that are here with me to make it so I was able to answer the questions, and to all the staff that are not here to come up with the binders and all the answers that

we can come up with when they are asked. I thank everyone for being thorough in this process. Thank you, Mr. Chairman.

>> *Applause*

**Chairman** (interpretation): Thank you very much. Sergeant-at-Arms, please escort the minister's officials out.

We will take a 10-minute break as we get ready for the next department, (interpretation ends) 10-minute break.

>> *Committee recessed at 14:35 and resumed at 14:52*

**Bill 04 – Appropriation (Operations & Maintenance) Act, 2018-2019 – Justice – Consideration in Committee**

**Chairman:** I call the committee meeting back to order. I would now like to ask Minister Ehaloak: do you have officials that you would like to appear before the committee? Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. Yes, Mr. Chairman.

**Chairman:** Thank you. Does the committee agree to let the minister and his or her officials to go to the witness table? Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. (interpretation) Sergeant-at-Arms, please escort the minister's officials in.

Thank you very much. For the record, Minister Ehaloak, please introduce your officials. Minister Ehaloak.

**Hon. Jeannie Ehaloak** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Good afternoon, everyone. I would like to introduce my staff, Deputy Minister of the Department of Justice Bill MacKay to my right, and Ji Liu, Director of Corporate Services, to my left. Thank you, Mr. Chairman.

**Chairman:** Thank you. (interpretation) Welcome to the House. You may proceed with your opening comments, Minister Ehaloak.

**Hon. Jeannie Ehaloak** (interpretation): Thank you, Mr. Chairman. (interpretation ends) I appear before the Committee of the Whole today to present the Department of Justice's main estimates for operations and maintenance for the 2018-19 fiscal year.

A total of \$121,690,000 is being requested for the operations of the Department of Justice in the coming fiscal year. This marks a \$7,416,000 increase from the 2017-18 fiscal year. Most of the requested increase, \$4,100,000, is to resolve systemic salary deficits for all permanent positions in the Department of Justice. This increase will bring the allocation of department salaries in line with the current collective agreement pay and benefits levels.

### **Law Enforcement**

For Law Enforcement, we are requesting \$2,920,000 for the RCMP for the following three initiatives:

1. The radio upgrade. Funding in the amount of \$1,941,000 for a three-year project to replace Nunavut's outdated radio system. The RCMP's radio system needs a significant

update. It has components that are no longer in production and not easily repairable. Replacing the system will improve the quality, reliability, and security of police communications, particularly for officers on duty.

2. Special victims unit. We are requesting ongoing funding to establish a new Nunavut-based special victims unit. The proposed three-person special victims unit will enhance the RCMP's ability to investigate sex crimes and improve overall enforcement in this area. Based in Iqaluit, the unit will provide support and assistance to all community detachments. This will also focus on cases involving victims who are vulnerable, such as children and persons with mental disabilities.
3. Public service employees for community detachments. We are requesting ongoing funding to add new civilian Inuit Inuktitut-speaking employees in six communities. The RCMP will be adding new Inuktitut-speaking public service employees in the communities of Pond Inlet, Arviat, Kugluktuk, Cape Dorset, Baker Lake, and Igloolik. These local community staff members will assist with administrative tasks, allowing officers to focus on policing services. They will also provide a valuable connection between the RCMP and the community.

### **Community Justice**

For Community Justice, we are requesting \$316,000 which will provide the funding to transition another four community justice outreach workers in

2018-19 from hamlet employees to permanent Government of Nunavut employees, and we will create two new positions, community justice specialists and one crime prevention coordinator. These changes will provide greater oversight, accountability, and quality of community justice services. These steps will help achieve the department's long-term goals focusing on crime prevention and more culturally appropriate ways to address crime.

### **Court Services**

Lastly, the department is requesting \$80,000 to help fund the student law clerk position at the Nunavut Court of Justice. This position provides legal support to the judges, deputy judges, and Justices of the Peace, which is essential to the efficient functioning of the court and administrative justice of Nunavut. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Does the chair of the standing committee have comments? Please proceed, Ms. Nakashuk.

**Ms. Nakashuk** (interpretation): Thank you, Mr. Chairman. (interpretation ends) I am pleased to provide opening comments on behalf of the Standing Committee on Social Wellness on its review of the proposed 2018-19 main estimates and 2018-2021 business plan of the Department of Justice.

The department's proposed 2018-19 operations and maintenance budget of \$121,690,000 represents a 6.5 percent increase from its 2017-18 main estimates. The number of positions in the department has increased by 7.0 PYs

to 385.0 PYs, which represents a 1.9 percent increase from its 2017-18 main estimates.

During the minister's recent appearance before the standing committee, members took the opportunity to raise a number of issues and concerns.

On March 14, 2017 the Government of Nunavut's *Five-Year Crime Prevention Strategy* was tabled in the Legislative Assembly. The Department of Justice's proposed 2018-2021 business plan indicates that two of its priorities are to "work with law enforcement to identify community-based policing solutions" and to "initiate a review and evaluation of the *Crime Prevention Strategy*." It also indicates that a priority is to "support police efforts to implement youth-based community policing initiatives, including addressing family violence and sexual abuse." The standing committee supports these goals, and emphasizes the need for all sectors of society to work towards eliminating the barriers and stigmas that prevent the reporting of sexual abuse, especially the sexual abuse of children.

On November 8, 2016 the 2016-18 *Government of Nunavut and Royal Canadian Mounted Police Shared Directional Statement* was tabled in the Legislative Assembly by the Minister of Justice. In their shared directional statement, the government and the RCMP indicate that their partnership "focus[es] on public safety through communication, crime reduction, crime prevention, community engagement and enforcement." The standing committee looks forward to the timely tabling of the next shared directional statement.

The standing committee recognizes that the Government of Nunavut does not unilaterally determine such matters as staffing levels at RCMP detachments in our communities. However, the standing committee is mindful of the work of the contract management committee established under the *Canada-Nunavut Territorial Police Services Agreement*. The standing committee encourages the committee to take into account the feedback that it receives from municipal councils and other stakeholders in considering issues related to RCMP resource allocation.

The *Unlawful Property Forfeiture Act* was passed by the Legislative Assembly in 2017. The Department of Justice's proposed 2018-2021 business plan indicates that one of its priorities will be to "continue implementation of the *Unlawful Property Forfeiture Act*." The standing committee notes the importance of combatting bootlegging and illegal drug trafficking in our communities, and will be closely monitoring progress towards implementation of this important new legislation.

One of the priorities of the Department of Justice has been to "expand the current Justices of the Peace Program into the communities by investing resources to establish regional Justices of the Peace offices and facilities in each region." The Department of Justice's proposed 2018-2021 business plan indicates that it plans to "complete a business analysis" of this initiative. The standing committee looks forward to reviewing progress in this area.

The Department of Justice administers a number of pieces of important legislation, including the *Family Abuse*

*Prevention Act*, which contain requirements for the preparation and tabling of annual reports. However, these requirements are not being consistently met in a timely manner. It is essential the department lead by example and ensure that legal requirements are fulfilled. The standing committee also notes that the Nunavut Court of Justice has not issued an annual report since April of 2016. Previous years' annual reports contained extremely important information concerning the administration of justice in our territory.

The issue of access to justice is important for all Canadians. The standing committee notes that the government's 2018-2021 business plan indicates that "In 2016-2017, the Legal Services Board opened 2,510 criminal law files, 192 family law files and 155 civil/poverty law files. The Nunavut Court of Justice has been working to reduce wait times for criminal cases following the recent Supreme Court of Canada decision which set new, shorter timelines [for] when trials ha[ve] to occur. Recent Statistics Canada information indicates that Nunavut has the second shortest criminal court wait times in Canada. In 2016, the Nunavut Court of Justice sat for 47 sitting weeks in Iqaluit and 84 sitting weeks in all other communities, the highest number ever for the Nunavut Court of Justice." The standing committee also notes the importance of ensuring that adequate resources are available for the Office of the Chief Coroner to hold inquests and other activities in a timely manner.

The standing committee notes that the proposed 2018-19 budget for the Legal Services Board of \$11,818,000 remains unchanged from the 2017-18 fiscal year,

and is not projected to increase during the 2019-2020 or 2020-21 fiscal years.

Concerns have been expressed by Members of the Legislative Assembly regarding the need to ensure that the Legal Services Board's senior officials actually live in the territory that they serve. The standing committee notes that the department's proposed 2018-2021 business plan indicates that the "Legal Services Board's Succession Plan has been implemented for senior management positions. A Comptroller Trainee, who is a Nunavut Inuk, has been hired and is a year into a comprehensive training and educational plan designed to ready her to succeed the current Comptroller. Similar discussions are happening at the Board and senior management levels for the Chief Executive Officer and Chief Operations Officer positions. Priority has been given to the CEO position with the imminent departure of the current CEO."

Mr. Chairman, that concludes my opening comments on the proposed 2018-19 main estimates and 2018-2021 business plan of the Department of Justice. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. General comments? Go to page E-4. (interpretation ends) Justice. Directorate. Total Operations and Maintenance, to be Voted. \$17,911,000. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. Good day, minister and your officials.

(interpretation ends) According to the most recent Speaker's list of outstanding statutory tabling requirements, which

was tabled on March 19 in this House, the Department of Justice has five reports outstanding, which is the most out of any GN department. When will those outstanding reports be tabled? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Ehaloak.

**Hon. Jeannie Ehaloak** (interpretation): Thank you, Mr. Chairman. (interpretation ends) They will be tabled at this session. Thank you, Mr. Chairman.

**Chairman**: Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. It also indicates (interpretation ends) on page 45 of the business plan here, ... (interpretation ends) I hope I'm on the right page. I believe I am.

"Work with Law Enforcement to identify community-based policing solutions." I wonder if the minister could explain what that refers to: "...community-based policing solutions." (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Ehaloak.

**Hon. Jeannie Ehaloak**: Thank you, Mr. Chairman. Under the shared directional statement of 2016-18, the RCMP undertakes crime reduction, prevention activities, such as firearms safety, and seeking resources to address social and economic impacts on mining operations. The department will work with the RCMP on directional statements. Thank

you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) So what kinds of things are on the table here in terms of community-based policing solutions? Are we talking about and looking at training for bylaw officers to look at rejuvenating the community constable type role, or are there other types of workers we're talking about? I would just like a bit more information on that. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. Community policing initiatives are: the RCMP operates the drug awareness and resistance education, the Aboriginal Shields Program, which are substance abuse prevention, healthy lifestyles, and coaching programs aimed at students from grades 5-8. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) The next priority on that same page says "Continue implementation of the *Unlawful Property Forfeiture Act*." I realize that this has been an ongoing issue, and in terms of the timeline, what does the timeline look like? When will people in Nunavut actually be able to submit... I don't know if the term is "complaint" or submit applications for forfeiture under that office. In terms of the timeline, when will actually start working as it was intended?

(interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister of Justice, Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. The *Unlawful Forfeiture Act* was passed in the previous government and my department is working towards setting up the job descriptions. [They] have all been set up. They are now in the hands of the Department of Finance to review those job descriptions to be advertised and hopefully by this fall, we'll have at least our director of this department staffed. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. I wasn't going to ask another question. (interpretation ends) When it comes to hiring staff in that office and maybe for the department as a whole, I wonder if you can talk a little bit about the difficulties you're having in terms of filling positions and the length of time that it takes to fill positions. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. Can I get clarification from the member? Are you talking position-wide or within this department? Thank you, Mr. Chairman.

**Chairman:** Thank you. (interpretation) Please clarify your question, Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) For

the whole department. (interpretation)  
Thank you.

**Chairman:** Thank you. Minister  
Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr.  
Chairman. Thank you, Mr. Main, for  
clarifying the question. We are working  
with the Department of Finance to  
ensure that we fill most of our positions  
within our department. Thank you, Mr.  
Chairman.

**Chairman:** Thank you. (interpretation)  
Following my list of names, Mr.  
Keyootak.

**Mr. Keyootak** (interpretation): Thank  
you, Mr. Chairman. In the minister's  
opening comments, it speaks to six  
identified communities where they  
would have six Inuktitut-speaking  
employee positions created in these six  
communities.

It identifies the six communities here. I  
would like to ask if all the positions were  
filled, as smaller communities are  
especially pressing for public services  
that can be provided in Inuktitut as there  
are many Inuit who still aren't able to  
communicating in English.

The smaller communities tend to have  
more unilingual Inuit, and in the  
communities, most RCMP officers are  
incapable of speaking Inuktitut and this  
causes huge issues surrounding clear and  
understandable communications between  
residents and officers, especially our  
unilingual residents. It states that there  
are six positions that would be in these  
six communities and it would be better if  
they are Inuit.

What about the smaller communities?  
Are you thinking of doing the same  
thing in there? Thank you, Mr.  
Chairman.

**Chairman** (interpretation): Thank you  
very much. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr.  
Chairman. I can assure the members that  
we will try to fill all our detachments  
with Inuktitut-speaking employees in the  
future. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you  
very much. Mr. Keyootak.

**Mr. Keyootak** (interpretation): Thank  
you, Mr. Chairman. I also thank you for  
that proper response. This is something  
Inuit in the smaller communities  
especially want to have available to  
them. The response was something I am  
sure will be pleasing to hear in my two  
constituencies, as it continues to be an  
ongoing concern.

Some people are mistakenly identified  
either as the offender, or even though  
they didn't commit a crime due to  
communication barriers from not being  
able to converse in Inuktitut. The RCMP  
officers don't speak the language in our  
communities and we want to see this  
resolved in the future so that our smaller  
communities receive more services in  
Inuktitut, and if more employees could  
converse in Inuktitut, there would be  
better service provided in the  
communities.

I hope this becomes reality in the future,  
and I am very pleased that this ongoing  
concern is going to be considered. When  
communication is impossible due to  
linguistic barriers, misunderstandings

result and this can become quite uncomfortable to the residents.

And further, Mr. Chairman, whenever a call is made afterhours, it is routed to Iqaluit when an incident occurs in a community. The call is routed to Iqaluit when residents wish to call for an RCMP officer during an incident and this is usually due to the fact none of the RCMP officers can communicate in Inuktitut.

It would really alleviate many of the problems we face in the smaller communities obviously, and I am very pleased about the plan to hire Inuit into those positions which are identified in the list of the six communities. I would hope that all of the smaller communities will also get more Inuktitut-speaking employees which would be appreciated by Inuit in these communities. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. I fully support what the member is saying. I believe that all our detachments should have Inuktitut-speaking frontline workers, especially because in most of our communities in Nunavut our local residents are Inuit. Thank you for that. Thank you, Mr. Speaker.

**Chairman:** Thank you. Next name on my list, Mr. Qirngnuq.

**Mr. Qirngnuq** (interpretation): Thank you, Mr. Chairman. Welcome, minister and your officials.

My first question I wish to ask stems

from your opening comments regarding community radio upgrades. It states that a fund of \$1,141,000 is available in this line item for community radio upgrades for our local RCMP officers.

I want to know if this is only for Iqaluit, or will it also be applied to other communities as well? I want to understand this situation so I am asking about this matter. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. The radio upgrade is for all communities in Nunavut. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Qirngnuq.

**Mr. Qirngnuq** (interpretation): Thank you, Mr. Chairman. What is the intended use of the radios? Will they be heard in the communities, or is it just for officer-to-officer communication? I'd like to understand that. I hope you understand me. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you, Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. The radios are for officer-to-officer and officer to the detachment itself. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Qirngnuq.

**Mr. Qirngnuq** (interpretation): Thank you, Mr. Chairman, and I thank the minister for helping me understand that. The other question I have is about the



discussion of having Inuktitut-speaking staff in the detachments. I am very glad that you're increasing the number of Inuktitut-speaking people that are working at the detachments. In part of your opening comments about (interpretation ends) community justice... . To hire community justice outreach workers, and then you're going to be creating two new positions as well. Can you explain that further, please? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. The community justice specialist position will be based in Pangnirtung and the community crime prevention coordinator will be based in Iqaluit. Thank you, Mr. Chairman.

**Chairman** Thank you. Mr. Qirngnuq.

**Mr. Qirngnuq** (interpretation): Thank you, Mr. Chairman. I am sure the communities will hear about the work that they are doing. What will they do for the smaller communities though? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. The community justice outreach workers, for the 2018-19 fiscal year... . They were contracted with the hamlet employees, [and] they will now become permanent employees of the Government of Nunavut, and those community justice outreach workers are from Cape Dorset, Arctic Bay, Kimmirut and Taloyoak. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Qirngnuq.

**Mr. Qirngnuq** (interpretation): Thank you, Mr. Chairman. Yes, thank you for helping me to understand better, minister. Lastly, Court Services, at the top; will this be just be for some of the communities or all of the communities? There are different levels of court where they can be handled by Justices of the Peace or Deputy Justices or judges. Is there money available for creating more Justices of the Peace in the communities? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. The student law clerk position with the Nunavut Court of Justice is here in Iqaluit. Regarding the Justices of the Peace and the committees, there is funding available for them to meet. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Qirngnuq.

**Mr. Qirngnuq** (interpretation): Thank you, Mr. Chairman. Some communities apparently don't have Justices of the Peace. Does a community select its own justice of the peace? How does that work? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. Justices of the Peace in the communities are appointed by the Minister of Justice. When we put a call out to the communities requesting members of the community for Justices

of the Peace, they do submit their resumes to the committee of Justices of the Peace, and then a recommendation is made to the minister, which is then approved by cabinet. Thank you, Mr. Chairman.

**Chairman:** Thank you. The next name on my list, Mr. Netser.

**Mr. Netser** (interpretation): Thank you, Mr. Chairman. Minister, welcome, and your officials. In your opening comments you mentioned six communities; Pond Inlet, Arviat, Kugluktuk, Cape Dorset, Baker Lake and Igloolik. We are glad the six communities will be receiving Inuktitut speaking staff. Can the minister indicate which community has Inuktitut speaking staff in the detachments? Thank you.

**Chairman** (interpretation): Thank you very much. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. The other communities that have Inuktitut speaking staff, we can get that list for you. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Netser.

**Mr. Netser** (interpretation): Thank you, Mr. Chairman. (interpretation ends) So the minister does not have the list with her? How many communities have the Inuktitut speaking employees that the RCMP will be working with? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) Minister of Justice, Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. These Inuktitut-speaking staff right now are casuals. We will be making them full-time, and then we have two other communities that have Inuktitut-speaking staff already. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Netser.

**Mr. Netser:** Thank you, Mr. Chairman. Where are the other two communities? (interpretation) Thank you.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. I'm just looking at my notes. Just one moment.

Thank you, Mr. Chairman. We have 11 RCMP officers who do speak Inuktitut, but I don't have the actual communities right now. We can find out that information for the member. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Netser.

**Mr. Netser:** Thank you, Mr. Chairman. Did I hear the minister say that we have Inuktitut speaking RCMP members? The statement that I'm alluding to is the Inuktitut-speaking employees that will work with the RCMP. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. Mr. Netser is right. Sorry. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Netser.

**Mr. Netser** (interpretation): Thank you. (interpretation ends) We actually listen to responses from the minister so that I advise her to be careful of what she's saying. (interpretation) These two communities supposedly have two workers that work with the police. Which communities are they? (interpretation ends) Thank you, Mr. Chairman.

**Chairman:** Thank you. (interpretation ends) Minister of Justice, Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. Those two communities, I don't have that information right now, but I can get back to you. Thank you, Mr. Chairman.

**Chairman:** Thank you. (interpretation) Are you done? Thank you. (interpretation ends) The next name on my list, Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I just have a few questions here. I would like to go back into the priorities of the 2018-19 business plan on page 45, the third one in 2018-19, where it speaks to "Conduct a review of organizations receiving departmental contribution agreements..." To what organizations will this review apply and how will they be evaluated? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. Thank you, Mr. Hickes for your question. Corporate Services will lead the development of policy on

creating and managing contribution agreements with community justice partners. The goal is to improve the coordination and effectiveness of crime prevention community justice programs, supported through department funding. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I thank the minister for that information. Moving on, I would just like to follow up on my colleague on the unlawful property forfeiture legislation. I understand that the positions are being advertised or are in the hiring process. When is it anticipated for this legislation to come into force? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. Like I said earlier, were in the position... . We have the job description with the Department of Finance right now. The department will also prepare the necessary regulations to implement the Act and engage with the RCMP and the other stakeholders to develop processes and obtain current files. It will be in force in late 2018. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. Also on page 45 of the business plan, the very top bullet, the first of two priorities in 2017-18, at the end of the end of the first one, it speaks to "The department also worked with Nunavut Artic College to develop a course proposal for justice-related training so that Nunavummiut...

can acquire the education and training for several careers in justice, such as sheriffs, correctional officers, and court staff.” I understand that the department worked with the Nunavut Arctic College, but it just states the course proposal. What was the result of that course proposal? Are there any new programs being offered to Nunavummiut, and if so, when? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. We’re working with the Nunavut Arctic College to develop a proposal. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. Maybe it’s just a wording thing I’m hung up on, but it talks in the past tense that the department also worked with Nunavut Arctic College to develop this course proposal, and I don’t see anything in 2018-19 regarding the same topic in the priorities. Maybe just some further clarification on exactly where they’re at with these course proposals. The upcoming school year is looming already in the near future. What type of work has been done? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. Nunavut Arctic College just recently did a restructuring of their programs and services, and they will be relooking at this proposal so that we can start working on this. Thank you, Mr.

Chairman.

**Chairman:** Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I’m always a very strong proponent of identified careers within the public service and within the private sector of making sure that educational opportunities are administered close to home so that more and more Nunavummiut can take advantage of employment opportunities. I realize the minister is not in charge of HR, but in the business plan it states a few different careers, such as sheriffs, correctional officers, and court staff. Are these course proposals just limited to those three careers, or are there additional courses that are being looked at? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. No, it’s not limited to those three. There are also paralegal and some other positions within the Department of Justice. Thank you, Mr. Chairman.

**Chairman (interpretation):** Thank you very much. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. Just one final question: when is it anticipated that these course proposals will be examined and acted or not acted upon, as determined? Thank you, Mr. Chairman.

**Chairman (interpretation):** Thank you very much. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. We’re hoping that they can

be rolled out in September of 2019.  
Thank you, Mr. Chairman.

**Chairman:** Thank you. Next name on my list, Mr. Kaernek.

**Mr. Kaernek:** Thank you, Mr. Chairman. (interpretation) Good day, minister and your officials.

(interpretation ends) In your opening remarks you mention about these six positions. How did the department determine which community would get these public service employees?  
(interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. (interpretation ends) Minister of Justice, Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. The casuals were already in place; they were already there. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Kaernek.

**Mr. Kaernek** (interpretation): Thank you, Mr. Chairman. (interpretation ends) That was easy enough.

Under your business plan the same question with the CJOWs, why only four communities and how did you determine giving the hamlets permanent government jobs when there are more of these CJOWs in the smaller communities? How did you determine that with the CJOW positions?  
(interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. Those positions were by demand and when the positions were moved from the hamlet office to the government office, there was already space available within the government office. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Kaernek.

**Mr. Kaernek** (interpretation): Thank you, Mr. Chairman. (interpretation ends) I'm demanding Hall Beach and Igloodik be government employees too.

When it comes to FAIA, you mentioned your radio thing there. Wouldn't it be more appropriate if the federal government provided the radios with the Department of Justice providing the FAIA training to the RCMP? Is that in the plan under the business plan?  
(interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. The community justice outreach workers are the ones that do the files, not the RCMP. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Kaernek.

**Mr. Kaernek** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Yes, what I meant was; I know you guys are spending quite a bit on radios. They say they're outdated. So let me rephrase this. Would it be possible, under your business plan, if the RCMP can be trained under the FAIA, which the departments implemented back in, I might be wrong, but 2008? Is it possible

that under your business plan you'll be using more Inuit traditions? I don't see any training part with the FAIA. Will the RCMP be trained with Inuit values and Inuit traditions under the FAIA? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. I hope I can answer your question. I hope that this is what you're looking for. When an RCMP officer is new into the community, the RCMP officer is integrate and educated about some of the community, the cultural activities, the sensitivity of RCMP officers. We hold workshops within the RCMP division. Definitely, we try to introduce our RCMP officers to our Inuit societal values, our culture, and our heritage. That's all at the beginning of when we hire an RCMP officer. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Kaernerck.

**Mr. Kaernerck** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Yes, I certainly believe in our culture. Not that I'm trying to make the RCMP look bad, it's just that when they come to a smaller community and they don't have any knowledge or experience in our culture and our traditions, and under your business plan that you guys are going to increase Inuit employment within the Department of Justice. Looking at it, I think it would be more appropriate, like I demanded for the CJOW to be transferred from the hamlet to the GN.

So, can the Department of Justice use

those positions and exchange some knowledge between our culture and their training methods when it comes to the FAIA so the crime rate, or the victim rate would decrease? I believe it would decrease if they were trained, and the CJOWs were trained. Is it possible, under your business plan, to at least give it the necessary update? Before I make no more sense, I'll stop there. Thank you, very much.

>> *Laughter*

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. I'd like to thank the member for the question. I'll have my Deputy Minister, Bill MacKay, answer the question so that it's clearly answered for the member. Thank you.

**Chairman** (interpretation): Thank you very much. Mr. MacKay.

**Mr. MacKay:** Thank you, Mr. Chairman. I thank the member for the question to the minister. The RCMP officers, as the minister said, are introduced to the community. Part of that introduction to the community is to be introduced to all the justice stakeholders in the community. That includes the community corrections officer and the community justice outreach worker. They work closely with the CJOWs to learn about the community and Inuit societal values are also part of that program. RCMP officers work closely with CJOWs to implement the FAIA to help execute orders given under FAIA. They work hand in glove with CJOWs and the community correction officers.

In terms of the CJOWs moving to GN employees, part of our business plan is to have every CJOW eventually in Nunavut become a GN employee. Those communities that you mentioned, Hall Beach and I don't remember the other one, but those will eventually be GN employees as well. Hopefully that answers your question. Thank you.

**Hon. Jeannie Ehaloak:** It was Hall Beach and Igloolik.

**Chairman:** Thank you. I would like to remind the minister, members, and officials, when you're using acronyms, be mindful of the interpreters and not to use acronyms. Thank you. Next name on my list, Ms. Towtongie.

**Ms. Towtongie:** Thank you, Mr. Chairman. My question, looking at the business plan, is with regard to legal interpretation. I had an experience in Naujaat. I had gone to Naujaat just for a visit. The court party was there and I was in the audience. The court party ended up having no interpreter. In order to prevent it chartering back to Iqaluit, I ended up being the interpreter. I was concerned and one of the experiences I had was in a court, this elder was asked, "Do you promise to tell the whole truth and nothing but the truth, but the whole truth?" The elder said, "No. I can only tell you what I know."

My concern, looking at the business plan is: does the Department of Justice work with the IUT to apply the legal terminology of the courts within the court system? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister of Justice, Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. Court Services has two full-time Inuit language interpreting positions and they travel with the court when there's court. When it comes to terminology of court proceedings or words that are not normally in the Inuit language, they do work with the Inuit Uqausinginnik group so that they can come up with terminology. Thank you, Mr. Chairman.

**Chairman:** Thank you. I would like to remind members, acronyms, to be respectful of the interpreters. Ms. Towtongie.

**Ms. Towtongie:** Mr. Chairman, (interpretation) thank you for that reminder. It is Uqausinginnik Taiguusiliuqtiit, and for her response on that, I thank her. Moving onto another matter that relates to this other body with members representing all of Nunavut's lawyers, to ensure that the funding can be increased, since it hasn't changed since 2015-16, my question in that regard is: (interpretation ends) how is your office working to ensure that the Legal Services Board will have the necessary funding to meet the growing legal services needs of Nunavut residents? Thank you, Mr. Chairman.

**Chairman (interpretation):** Thank you very much. (interpretation ends) Minister of Justice, Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. The Legal Services Board is funded 80 percent by the Government of Nunavut and 20 percent by the federal government. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Towtongie.

**Ms. Towtongie:** Thank you, Mr. Chairman. My question was not the percentage of funding from the feds or the Government of Nunavut. Will we be able to provide the necessary funding, because the legal services needs of Nunavut residents are increasing? That includes family law, criminal law, and the funding has stayed stable over the years. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. I want to apologize if I didn't understand the question the first time. They are getting an increase of \$500,000 this year. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Towtongie.

**Ms. Towtongie:** Thank you, Mr. Chairman. Looking at the six communities that are getting Inuktitut speaking employees, I want one in Rankin Inlet. Thank you, Mr. Chairman, and thank you minister for a positive "yes." Thank you. (interpretation ends) That's all.

**Chairman:** Thank you. Minister Ehaloak, would you like to comment?

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. I just want to comment that I do support the communities having full-time Inuktitut frontline speaking employees. Thank you, Mr. Chairman.

**Chairman:** Thank you. Justice. Directorate. Total Operations and Maintenance, to be Voted. \$17,911,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. We are now on page E-5. Justice. Law Enforcement. Total Operations and Maintenance, to be Voted. \$42,991,000. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. In the business plan, it indicates that one of the Law Enforcement Division's priorities in the 2017-18 fiscal year was to continue efforts to increase capacity to communicate in the Inuit language.

Can you indicate if RCMP staff members currently have access to language training programs that are offered to GN staff? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. No, they don't. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. Are there any types of incentives to encourage RCMP members to participate in Inuit language training? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. No they don't. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** The business plan indicated that law enforcement will identify community-based policing



solutions. Would that include avenues such as foot patrols or any other source of patrolling other than in their SUVs? Thank you, Mr. Chairman.

**Chairman:** Thank you. Remember about the acronyms. Be mindful of the interpreters. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. We are looking at other alternatives to policing and those are some of the options. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. Here in Iqaluit we have a high rate of crime, and we're safe, thankfully, due to the hard work that the members do to keep us protected. I was wondering: how much patrolling do the RCMP do here in Iqaluit? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. At this time I don't have that type of information. Thank you, Mr. Chairman.

**Chairman:** Thank you. Justice. Law Enforcement. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) I realize that the minister doesn't employ the RCMP officers, but in terms of the trend of Inuit employment within the RCMP, my understanding is that it's going down. I wonder if the minister can explain, in terms of her work with the RCMP, what's being done to try to

reverse that because I think we would all agree that we need more Inuit police officers. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. The RCMP focuses on recruiting Inuit and Inuktitut speakers into the police force through the Aboriginal Pre-Cadet Training Program, trade shows, visiting high schools, information sessions, and the youth depot camp in Regina that young Nunavummiut can attend. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) In terms of the pressures that law enforcement faces across Nunavut, we're very high in terms of violent crime and unfortunately I think police end up being scapegoats or they end up being blamed for a lot of things. They have a really tough job and I would like to mention that I really appreciate the work that they do.

In terms of what my colleague was mentioning on cultural awareness, what is normally required? Let's say if it's a new recruit and they're coming into work in Nunavut for the first time, specifically how many hours of training or how many courses do they have to go through to bring them up to speed as best as possible in terms of "Look, this is where you're going to be working and these are the cultural issues. Here's some of the language you will be encountering."? (interpretation) Thank

you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. The RCMP officers take a two-day cultural awareness workshop and they do a lot of introduction about cultural awareness when they first come to a community. Like Deputy Minister MacKay had mentioned, they are introduced to the stakeholders within the community. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Further along that line, the RCMP in Nunavut end up dealing with a lot of mental health issues, whether it's young people who are on suicide watch or people who are committing crimes who may have multiple mental illnesses. In terms of their training in Nunavut in the context, what type relationship exists between the Law Enforcement Division and the Department of Health in terms of mental health services? Is there a coordinated effort there in terms of managing clients and making sure that each division or department knows the individuals that they're encountering? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. RCMP officers are the first responders to situations and crises and they work very closely with the Department of Health, the health centre staff, and they try to resolve issues.

Thank you, Mr. Chairman.

**Chairman:** Thank you. Justice. Law Enforcement. Total Operations and Maintenance, to be Voted. I have already recognized your name; I will allow one more question. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman, for recognizing me the second time around, but I just forgot to ask an important question. As I mentioned, the RCMP have a very difficult job in keeping the public safe and they often see the darker side of our communities. They have an extremely difficult job that I'm sure does take a toll on their own mental stability.

I was wondering if the RCMP supervisors or other individuals in communities are trained to identify symptoms of RCMP members that may be facing mental instability. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. The RCMP officers are trained amongst all of themselves to recognize when a fellow RCMP officer is strained and needs help. Thank you, Mr. Chairman.

**Chairman:** Thank you. Justice. Law Enforcement. Total Operations and Maintenance, to be Voted. \$42,991,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. We are now on page E-6. Justice. Law Support Services. Total Operations and Maintenance, to be

Voted. Mr. Main.

**Mr. Main:** Thank you, Mr. Chairman. (interpretation ends) In your business plan you list a number of priorities related to provision of services in Inuktitut and incorporating *Inuit Qaujimagatuqangit*. I didn't use the acronym; I used the real word...

>> *Laughter*

...Inuit societal values into legislation. What specific initiatives will be introduced to address these priorities? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. Our legal council staff are encouraged to take Inuktitut training. Many have completed the Inuktitut introductory courses and many have completed, or are planning to complete the level 2 training. The Legislation Division will work with departments to ensure that they provide clear instructions to allow *Inuit Qaujimagatuqangit* to be reflected in our legislation. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) This is something that gets discussed a lot. I wonder if the minister could give us a recent example of where *Inuit Qaujimagatuqangit* and/or Inuit societal values were incorporated into a piece of legislation? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. One is through the *Correction's Act*. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) If the minister could be a bit more specific, in terms of what changed in the legislation? What elements were specifically incorporated into that specific Act? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. One of the things that changed in the *Correction's Act* was forming an elders committee, which will work with corrections and staff in knowledge of *Inuit Qaujimagatuqangit*. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) It's been noted that a number of pieces of legislation have yet to come into force, while at the same time regulations, which provides further guidance on the implementation of legislation seems slow to be introduced.

Are there any concerns with the department's current capacity to draft laws and regulations? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. No, there are no capacity issues. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) So if there are no capacity issues, what explains these issues? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister of Justice, Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. It is through the legislative calendar, the legislative work plan. That's how it is. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) So in terms of capacity, if capacity is not an issue, does that mean you are fully staffed in that area? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. We have three legislative writers and one is vacant, so we have four positions. Thank you, Mr. Chairman. Sorry. Three positions, One vacant. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you,

Mr. Chairman. (interpretation ends) So if you have three positions filled and one empty, and you have no capacity issues, then is that vacant position going to be cut, or is there indeed a capacity issue in terms of you need to fill that last position? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. The one vacant position has only been vacant for a couple of months and we anticipate filling it very shortly. Thank you, Mr. Chairman.

**Chairman:** Thank you. Justice. Lawyer Support Services. Total Operations and Maintenance, to be Voted. \$3,550,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Turn to page E-7. Justice. Registries and Court Services. Total Operations and Maintenance, to be Voted. \$13,818,000. Agreed.

**Some Members:** Agreed.

**Chairman:** Thank you. Turn to page E-8. Justice. Corrections. Total Operations and Maintenance... . Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) I would like to thank the minister and her staff for organizing a tour of a couple of the correctional facilities here in Iqaluit recently. It was quite disturbing, I think, to sum it up.

In terms of BCC and the programming that is offered there, I wonder if the

minister can explain how the delayed capital work is going to affect the programming and services that are available for inmates at BCC for the next year or year and a half, or until that new facility is up and running.  
(interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. It's having a huge impact on our staff and BCC itself. The strain... . It's kind of hard to... . If the inmates are not getting exercise, they're not getting the counselling they need, and they're not attending programs and services that are run within BCC, of course sitting in a room 24 hours a day, seven days a week, is going to have a strain on them mentally, physically, and emotionally.

I certainly wouldn't want to sit in a room for that long of a period of time, so it does have an impact on the people that are in there. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Yes, I completely agree. For this interim period, now and when that new facility is up and running, whenever that is, are there any changes that will be made to the way that the BCC is run? Are you looking at maybe shipping more inmates out of territory where they will actually be able to get to a facility where they would get more programming and physical activity or are there any changes you're planning for that interim period? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. We're already working on that. Thank you, Mr. Chairman. We are working on trying to ship inmates out of the BCC so that at least it's not overcrowded and we can do some programs and services for them. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) That's good to hear because it's completely inadequate as is.

In terms of the importance of programming specifically when it comes to sexual offenders, I wonder if the minister can explain what type of specialized programming is offered to inmates. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. When an individual is within our corrections facilities, it kind of matters what they're being charged with, but we try to help those with programs such as substance abuse, elder counselling, we do Inuit cultural skills programs, we do alternative to violence and anger management, we do the Inunnguiniq parenting program, we have maintenance programs where offenders work with facilities requiring transferrable skills to assist with community reintegration, we do recreational programs. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Out of those different programs that the minister listed, which ones are specifically geared towards sexual offenders? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. It's the counselling. The counsellor will address sexual offenders. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Main.

**Mr. Main:** Following along that line, if the inmates access counselling, the sexual offender, when they return to the community, is there adequate counselling available in every community in Nunavut for these offenders? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. Before a person is released back into the community, the community is made aware. We have contact people within the community that can assist the offender. We inform the inmate that "These are some of the programs and services that are available to you when you're released back into your community." There are different partnerships with different departments so that we can work with the offender so that he doesn't repeat. Thank you, Mr.

Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Just a comment: I think it would be beneficial if we could see, in coming years, increased resources put into this area, because it's a huge problem in Nunavut. My understanding is that quite a lot of the inmates, themselves, or a good chunk of them, are victims of things like sexual abuse. It's not something that we should be afraid to talk about. Again, I just encourage the minister and her staff to put in those business cases for additional programming, because it's something we have to address. That's just a comment, Mr. Chairman. (interpretation) Thank you.

**Chairman:** Thank you. The next name on my list, Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. My first line of questioning is going to be regarding Inuit employment at our correctional facilities. It's been apparent for a number of years that our facilities here in Iqaluit have had very low Inuit representation amongst the staff in those facilities.

I was wondering if you would be able to give us today as to the number of Inuit working in each of the facilities, as well as the percentage that they make up. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. At our youth offenders

facility we have seven beneficiaries, which makes up 46.7 percent. At our women's correctional facility, we have two beneficiaries, which makes up 50 percent. At the Utaqqivik we have two positions, which makes up 33.3 percent. At the Kivalliq Correction Centre, we have 26 beneficiaries, which makes up 65 percent. The Ilavut Centre has eight beneficiaries, which makes up 72.7 percent. In BCC and Makigiarvik, we have 12 beneficiaries, which makes up 22.2 percent. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. Thank you for providing those figures. The 22 percent Inuit staffing at BCC is shocking. It's surprisingly low. Is the minister able to explain what the reasoning is behind the low Inuit participation in the staffing level at BCC, and what the department is doing to try and correct that? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. The reason for our Inuit employment being low at BCC is one, we go through a lot of high casual staff turnover. Once a person starts to work in there, they start as casuals. After working in there for a while, with the amount of stress: mental, physical, and emotional, not a lot of people want to be corrections officers. It's hard to retain Inuit employees because of that. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr.

Chairman. I would like to move on to another subject, which is a little bit more difficult to discuss I guess. I would like to return to the topic of sex offenders, as Mr. Main was just discussing.

I was wondering if the minister would be able to share with us the full number of registered sex offenders that are currently residing in Nunavut. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister of Justice, Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. We're just looking for our report. There are currently 491 registered sex offenders in Nunavut. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. That is another one of Nunavut's sad statistics. I was wondering if the minister has a breakdown of high- and low-risk offenders. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. No, I don't have that information for you. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. My last question is: of those 491 registered sex offenders, how many of them are currently outside of correctional facilities, and do you have a breakdown of those numbers by

community? Thank you, Mr. Chairman.

**Chairman:** Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. I don't have that level of detail of information for you but we can get it for you. Thank you, Mr. Chairman.

**Chairman:** Thank you. The next name on my list, Mr. Akoak.

**Mr. Akoak:** Thank you, Mr. Chairman. Good afternoon. Good afternoon, minister and staff.

On page 58 of your business plan, under Community Corrections, can you tell me what the stand-alone probation service is? That's my first question. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister of Justice, Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. I'll ask Deputy Minister MacKay to answer that question for Mr. Akoak.

**Chairman:** Thank you. Mr. MacKay.

**Mr. MacKay:** Thank you, minister. Thank you, Mr. Chairman. I thank the member for the question.

Stand-alone probation service is something that is pretty much complete but we have been going through the process of moving probation services from Family Services to Community Corrections so that they're all housed in that division. Thank you, Mr. Chairman.

**Chairman (interpretation):** Thank you very much. Mr. Akoak.

**Mr. Akoak:** Corrections officers and probation officers are the same? Is that the same? Thank you.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. They are the same. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Akoak.

**Mr. Akoak:** Thank you, Mr. Chairman. Probation officers in the smaller communities, I guess they're there to help support programming to adults and youth. When I see a probation officer helping a person in my community, all they do is just go to the office and nothing else. There are no programs. Is there any such thing or is there anything geared towards improving that section for helping out instead of just talking to the person, give them something to do, or anything like that? Thank you, Mr. Chairman.

**Chairman:** Thank you, Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. Community corrections will continue to develop its Client Risk Needs Assessment, which was launched in 2016. This assessment allows for Community Corrections Officers to work with clients to create a detailed plan to assist them in reintegrating back into the community, to reduce the likelihood of re-offending. Thank you, Mr. Chairman.

**Chairman (interpretation):** Thank you. Mr. Akoak.



**Mr. Akoak:** Thank you, Mr. Chairman. I'm just wondering what they do. Do they help them find jobs or something like that? Or do they get them back to school? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. Yes, they do and they help them to apply for housing, to try and find employment within their community, and even as far as volunteering in the community so they can give back to the community. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Akoak.

**Mr. Akoak:** Thank you, Mr. Chairman. My last question is: how do they make sure their officers are performing their duties? How do you make sure they are doing the job they are supposed to do? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. Their manager performs a performance review annually. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Akoak.

**Mr. Akoak:** Thank you, Mr. Chairman. The managers are... . Where are they? Are they in regional communities or are they out of Iqaluit? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. They are in the regional offices. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. According to the list of names I have, Mr. Netser.

**Mr. Netser** (interpretation): Thank you, Mr. Chairman. (interpretation ends) I don't know if it falls under this corrections category but, we have a lot of young people in Nunavut that have been charged with minor offences and when they apply for jobs, they have to go through criminal records checks. There are a lot of our Inuit who cannot qualify because of this minor offense that they committed. How does the Department of Justice assess or how can they go to get their criminal records cleared? I don't know if it falls into this category but I'm just curious. Thank you.

**Chairman:** Thank you, Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. The government liaison officers are the ones who can assist young offenders or anyone who has a criminal record, to apply. The applications are within the community liaison office but they apply to the federal government and the federal government is the one that grants whether or not their criminal record check will be cleared. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Netser.

**Mr. Netser:** Supplementary, Mr. Chairman. So, how much, is there a fee

that they have to pay to get their criminal records cleared? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. No, there is no fee. Sorry, there is a fee up to \$500. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Netser.

**Mr. Netser** (interpretation): I'm done, Mr. Chairman. Thank you.

**Chairman:** Next name on my list, Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I just had a quick question. When we're looking at victim services, what type of training do victim services workers get to make sure that they're able to assist victims of, whether it be...? Well, if they're going to victims services, they're in need of different types of support depending upon the infraction or their situation. What level of training do they get to make sure that they know all the areas of the public service that can assist people or even outside the public service to assist people through whatever incident they're going through? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. They're hired and are provided training for victims services. They're all trained. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I think back to some of the roles of our constituency assistants, the diversity of who to talk to and where to go under different circumstances, and I know it's not an exhaustive list, but there are Corrections involved, potentially Income Support, Family Services, the Department of Health. There are a number of different avenues to go and supports to provide. I just want to get some level of comfort that when somebody is going through a traumatic event that they're getting consistent information and directing them to the appropriate services that can help them through what is frequently a traumatic time. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. Nunavut Victims Services receives referrals from other service providers, such as the RCMP, the Government of Nunavut, mental Health and community justice outreach workers, and Family Services, as well as the Nunavut Representative for Children and Youth. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I'm just going to go back to the 2015-16 *Nunavut Victims Services Annual Report* that was tabled in the House a little over a year ago. In the report it was noted that "The Victims Assistance Fund (VAF) is maintained with revenue from victim fine surcharges." The funds aren't

directly provided to financial assistance to the victims but to community-based projects. My question is: what criteria are used to determine which community-based projects will be funded and how are they evaluated after they have been delivered? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. I'll ask my deputy minister to answer that question for me. Thank you.

**Chairman:** Thank you. Mr. MacKay.

**Mr. MacKay:** Thank you, Mr. Chairman. I thank the member for the question. When those applications come to the evaluators, they're evaluated based on the amount of funding that's available, of course, and the impact that the project might have in terms of fulfilling the goals of Victims Services. They look at what that project will do in terms of assisting victims, basically. It's the only criterion that we have. That's basically how they evaluate those. Thank you, sir, Mr. Chairman.

**Chairman:** Thank you. (interpretation) Following my list of names, Mr. Qirngnuq.

**Mr. Qirngnuq** (interpretation): Thank you, Mr. Chairman. Welcome, minister and your officials.

This is a supplement to questions from Member for Gjoa Haven, and this is just for further clarity regarding the young offenders and minor offences. Who deals with the youth in remand before they appear in court? I hope my question was clear. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. A counsellor from the facility and their lawyer. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Qirngnuq.

**Mr. Qirngnuq** (interpretation): Thank you, Mr. Chairman. In smaller communities, when they talk with the counsellor or their lawyer, who can they approach when they have to go to court? Is there someone they can approach for support before they go to make an appearance in court? Mr. Chairman, I hope my question was clear. Thank you, Mr. Chairman.

**Chairman:** Thank you very much. Minister of Justice, Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. I would like to thank Emiliano for that question. They can go to the Inuit court workers. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Qirngnuq.

**Mr. Qirngnuq** (interpretation): Thank you, Mr. Chairman. Are you planning to build a facility that will house individuals in remand where they can get proper support services while they're there? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. We don't plan on building any other youth offender facilities. There is one here in Iqaluit. Thank you, Mr.

Chairman.

**Chairman:** Thank you. Mr. Qirngnuq.

**Mr. Qirngnuq** (interpretation): Thank you, Mr. Chairman. Do I understand that you're not going to be building any in these smaller communities for youth that are in remand so that they can get the proper services, or if they have to go to Iqaluit, to be provided those services? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. No, we don't plan on building any other remand services. Like I said, we have one in Iqaluit and we have the programs and services that the youth offender would need.

Right now in our facility we have two youth in remand. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Qirngnuq.

**Mr. Qirngnuq** (interpretation): Thank you, Mr. Chairman. Do you send youth from the smaller communities to Iqaluit? Thank you.

**Chairman** (interpretation): Thank you very much. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. Yes, we do. Thank you, Mr. Chairman.

**Chairman:** Thank you. Justice. Corrections. The next name on my list, Ms. Kamingoak.

**Ms. Kamingoak:** Thank you, Mr.

Chairman. Welcome minister and your officials. I was pleased to see that the Kugluktuk Ilavut Centre has the highest Inuit employment rate at the centre and for that I thank your department.

That being said, has your department ever thought of increasing the beds at the centre? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. I'd like to thank Ms. Kamingoak for that question. No, we do not plan on increasing the beds. Hopefully, we don't ever have to. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Kamingoak.

**Ms. Kamingoak:** Thank you, Mr. Chairman. I thank the minister for that. Can you consider this in the near future because it's no secret that you're reaching a record high of Inuit employment at the centre? It also benefits Kuglukturmiut because these caseworkers are looked up to as role models in the community, and the inmates are treated as if they're part of the community by Kuglukturmiut. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. We are doing renovations to the Ilavut Centre in Kugluktuk, and that can be taken into consideration. Thank you, Mr. Chairman.

**Chairman:** Thank you. Justice. Corrections. Total Operations and

Maintenance, to be Voted. \$38,031,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. We are now on page E-9. Justice. Community Justice. Total Operations and Maintenance, to be Voted. \$5,389,000. Agreed? Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) How many of the justice committees across Nunavut are currently functioning? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. They're all functioning. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) In terms of the services that are actually offered at the community level for inmates, for example, who are returning from, it could be BCC, it could be somewhere else... I'll get specific. In terms of people who are on probation, community justice folks, does the department currently use technologies such as ankle bracelets to enforce things like house arrest? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. No, we do not use ankle bracelets. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) The reason I raise this is because the workload at the community justice level can be quite high, dealing with a lot of folks on probation. Has the department considered employing this type of technology to make it easier for community justice issues, in terms of enforcing probation, or helping out at the community level? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. I'm going to ask my Director of Corporate Services, Ji Liu, to answer that question for Mr. Main. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Liu.

**Mr. Liu:** Thank you, *Iksivautaaq*. Thank you for the question. Regarding probation, that is in a different category because actually it's under the responsibility of our community corrections officers. Yes, thank you.

**Chairman** (interpretation): Thank you very much. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) I'll just try and get to the end of this line of questioning. Is the department considering employing ankle bracelet technology in terms of their work in the future, or is this something that is not feasible? It's not possible. What are the issues when it comes to employing this type of technology? (interpretation)

Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. Our department doesn't think it's a need and we have never had problems with people who are on probation and have to follow rules. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) There are 491 sex offenders in Nunavut and I'm assuming that some of those are on probation. In terms of making sure that they're not around schools or that they're following the conditions of their release, I'm a bit surprised to hear the technology that would allow you to monitor the location of a person like that isn't considered necessary.

Just as a comment, I'm not satisfied with the level of safety and the level of monitoring that's going on particularly with sex offenders. I would appreciate if the department could look into this for future years in terms of thing that can be done, whether it's technology or otherwise, to monitor what's actually going on with possibly dangerous folks in our communities. It's just a comment, Mr. Chairman. (interpretation) That's it for me. Thank you.

**Chairman:** Thank you. (interpretation) That was just a comment. Following my list of names, Mr. Netser.

**Mr. Netser** (interpretation): Thank you, Mr. Chairman. This item might not be under this, but there are more and more

murders being committed in Nunavut and we shouldn't just hear about them without taking any action. The families are in danger and we take action after the fact, which is very sad. I'm sure you're told that this individual is becoming dangerous and he lives in our household. Do you hear about such cases in the communities? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. Community Justice will focus on crime prevention through community contribution agreements and implementing action plans under the *Nunavut Crime Prevention Strategy*. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Netser.

**Mr. Netser:** Thank you, Mr. Chairman. In the meantime our violence is just becoming a number. Is that correct? Is that what she's trying to say? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. We're focusing on a crime prevention specialist. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Netser.

**Mr. Netser:** Thank you, Mr. Chairman. Are there crime prevention specialists in our communities? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. We have one crime prevention coordinator in Iqaluit and we have our community justice outreach workers in the communities. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Netser.

**Mr. Netser** (interpretation): How does the community worker...? People become quite obvious and families become quite obvious when they're at risk. Can the people report that person if they know of a situation? We don't want to just know about it. A lot of times we try to do things too late. How can that person in the community be utilized when people know about a family at risk? (interpretation ends) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. I am going to ask my Deputy Minister MacKay to elaborate and give more information to Mr. Netser. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. MacKay.

**Mr. MacKay:** Thank you, Mr. Chairman. Thank you, member, for the question. As the minister said in her opening remarks, our focus is very much on crime prevention and that's why we have CJOWs in every community, and we're converting each of those community justice outreach workers to GN employees. That will allow us, when they become GN employees, to better

coordinate them with other GN employees in the community.

We have community justice committees, as we mentioned, in every community. They have interagency working groups in most communities. The community justice outreach workers are on it. So are people from the health centre and the schools. So, in most communities there are interagency working groups, and they work together to discuss areas where there may be problems arising, or people that may be at risk of offending or hurting someone else. It's obviously not a perfect system, but we are aware of the need to prevent crime, and that's why we're putting more resources into crime prevention in our budget, and that's why we're encouraging our CJOWs to work with other GN officials at the community level. Thank you, Mr. Chairman.

**Chairman:** Thank you. A friendly reminder on the acronyms, to respect our interpreters. Mr. Netser.

**Mr. Netser:** So this crime prevention specialist is just between the GN employees? Is that what I'm hearing the deputy minister saying? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. No, they aren't. They are for everyone in the community. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Netser.

**Mr. Netser:** We just had a very

unfortunate incident in Mr. Emiliano Qirngnuq's riding. Certainly there must be some indications of a crime that is going to happen.

In my community in particular, there is a woman running around town screaming at people "I'm going to kill you, I'm going to kill you, I'm going to kill you" and we try and reach out to the mental health people, and here she is just walking around. These unfortunate incidents can be prevented if these government employees will pay attention to what the people are trying to relay to them. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. I'll have my deputy minister respond. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. MacKay.

**Mr. MacKay:** Thank you, Mr. Chairman. I don't know anything about the specific incident in Coral Harbour, but I do recognize, and the RCMP and the GN all recognize there is a mental health issue in Nunavut and some people do exhibit mental health problems. We do try to monitor that and keep track of that, but on the other hand, it is very difficult to arrest somebody that hasn't done anything.

I take the member's comment and we'll definitely look into how we can better do this and how we can better monitor mental health in communities or keep track of specific individuals. That's all I can suggest right now. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Netser.

**Mr. Netser:** Thank you, Mr. Chairman. I wonder if you can allow us to take matters into our own hands as citizens and do something about it because certainly there are some authorities refusing to do it after being time and time again informed about these people. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. We can talk to the RCMP about the issue. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Following my list of names, Mr. Kaernerck.

**Mr. Kaernerck** (interpretation): Thank you, Mr. Chairman. (interpretation ends) In your business plan on page 63, three bullets; "Deliver and develop more programs for victims of crime"; "Deliver crime prevention programs in all regions in Nunavut"; and "Initiate review and evaluation of the Crime Prevention Strategy.

My colleague from Arviat mentioned about the bracelets and how to keep track of those offenders or respondents. Wouldn't that strategy fall under that prevention; providing a bracelet for offenders or respondents just so that the victims of crime are more safe? Would that still be planned? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.



**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. My department will look into that. We'll also look at the financial implications. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Kaernek.

**Mr. Kaernek** (interpretation): Thank you, Mr. Chairman. (interpretation ends) This is a serious matter under the *Family Abuse Intervention Act*... I'm not using acronyms. It should be strategized under the community intervention order that your department will be working to ensure the community intervention order are used in option to intervention help communities and families recover from such a crime. I think that strategy would fall under that community intervention order, unless there is a new order besides the community intervention order as an emergency protection order.

I would support my two colleagues that were trying to prevent crime in our communities and how we can help the victims of crimes in all the communities of Nunavut. So I believe, under your business plan, it would be very helpful if that can be rushed, because this is getting way out of hand. There is enough money, probably, under the victim assistance fund that can provide these bracelets. It's not much of a question. How are you going to strategize with the community intervention order when it comes to family violence?  
(interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. When Mr. Main had

commented earlier, we didn't get a chance to explain that my department is willing to look at these ankle bracelets to ensure that. I directed my staff to look at the financial implications for these bracelets so that we can keep track of those; I hate to say it, but criminals. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Kaernek.

**Mr. Kaernek:** Thank you for that clarification. I would want to also recommend that the emergency protection order be looked at along with the community intervention order so that when it comes to crime, it is an emergency enough for the victims. That is what my colleague said. I think I can be here ten hours just talking about this, but I have very limited time.

When it comes to delivering more crime prevention programs, I believe the community justice outreach worker can be more in a working relationship with the RCMP. Would an emergency protection order be looked at too under the *Family Abuse Intervention Act*?  
(interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. When there is an emergency protection order, when one has been requested by an individual, we take those emergency protection orders very seriously and our community justice outreach workers work with partners and individuals so that crimes are not as high and they [are] prevented. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Kaernek.

**Mr. Kaernek** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Also, what consequences are there when there is no JP in one of the communities, or community justice committees? If you could properly explain: what are the consequences for not having these committees, or the other one I just mentioned. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. I can assure you, like I said earlier, all communities have a community Justice of the Peace and all communities have justice committees. If there are none available, they can call the Justice of the Peace. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Kaernek.

**Mr. Kaernek** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Thank you, for the explanation. Let's say for instance, the committee's in my hometown, I'll use Hall Beach. Your department makes appointments for those committees and make recommendations on a person's referral and pre-diversions. What authorities do they have when it comes to referrals from RCMP or the courts? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. We are pulling back to a couple pages back, but if the minister wants to answer the question? Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr.

Chairman. If the community justice committee feels that an individual is a danger to the community, they'll be referred to the RCMP and then the RCMP will meet with Justice of the Peace and the Justice of the Peace can recommend that the person be in remand until further notice. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Kaernek.

**Mr. Kaernek** (interpretation): Thank you, Mr. Chairman. Thank you, minister for that explanation. Turning to something else, (interpretation ends) under the Victims Assistance Fund, what criteria are in that request? For instance, is there some kind of a committee under those funds when the recipient is trying to apply for that fund? And, what procedures, what criteria are in there, when it comes to the Victims Assistance Fund? (interpretation) Thank you, Mr. Chairman. That is my final question.

**Chairman:** Thank you. Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. Twice a year, a call for proposals to community-based projects is sent to all municipalities. Community justice specialists, community justice outreach workers in Nunavut, as well as those organizations currently being funded by the Victims Assistance Fund, can apply and then they are based on the project and the community need. Thank you, Mr. Chairman.

**Chairman:** Thank you. Justice. Community Justice. Total Operations and Maintenance, to be Voted. \$5,389,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Back to page E-3. Justice. Total Operations and Maintenance, to be Voted. \$121,690,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Do members agree that we have concluded the Department of Justice? Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Closing comments, Minister Ehaloak.

**Hon. Jeannie Ehaloak:** Thank you, Mr. Chairman. I would like to thank all the members for your questions. I would like to thank my staff for assisting me in preparing to present our 2018-19 budgets. Again, my door is always open. If you have any questions at any time, I'm always available to see you. I would like to thank for giving me this opportunity to present today. Thank you, Mr. Chairman.

>> *Applause*

**Chairman** (interpretation): Thank you very much. Sergeant-at-Arms, please escort the minister's officials out.

We will take a five-minute break, (interpretation ends) five-minute break.

>> *Committee recessed at 17:06 and resumed at 17:18*

**Bill 04 – Appropriation (Operations & Maintenance) Act, 2018-2019 – Finance – Consideration in Committee**

**Chairman:** I would like to call the committee meeting back to order. I would now like to ask the Minister of Finance, Minister Akeeagok: do you have officials that you would like to appear before the committee? Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. Yes, with your permission, I would like my officials to accompany me at the witness table. Thank you, Mr. Chairman.

**Chairman:** Does the committee agree to let the minister and his officials to go to the witness table? Agreed?

**Some Members:** Agreed.

**Chairman** (interpretation): Sergeant-at-Arms, please escort the minister's officials in.

Thank you very much. For the record, Minister Akeeagok, please introduce your officials. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. To my right is Deputy Minister Jeff Chown and to my left is Associate Deputy Minister Alma Power. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Welcome to the House. You may now proceed with your opening comments, Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. I am here to discuss the Department of Finance's 2018-19 main estimates and business plan.

As a central agency, Finance helps other

departments deliver their programs and services. We do this in a number of important ways.

(interpretation ends) Through our Human Resources Branch, we support the wider Government of Nunavut team. We help departments organize effectively, help recruit new staff fairly, administer our summer student program, and ensure our employees receive the pay and benefits they are entitled to. We promote a respectful workplace and help employees work through day-to-day challenges with colleagues.

Through our Comptrollership Branch, we maintain the systems and rules that support financial accountability. This includes overseeing the GN's underlying financial and human resource software systems, as well as performing audits and taking on a range of day-to-day financial operations like paying bills and collecting debts. At the end of each fiscal year we prepare and publish the Government of Nunavut's financial statements and public accounts.

Through our Fiscal Management Branch, we support the responsible management of public money. We oversee the capital and operations and maintenance budgeting processes, we act as a secretariat for the Financial Management Board, we collect taxes, and we manage the Government of Nunavut's insurance portfolio.

Through the Nunavut Liquor Commission, a public agency that reports through our department, we oversee the distribution of liquor in the territory. We have also been leading the recent work related to the legalization of cannabis with support from Justice,

Health, and other departments.

The Department of Finance administers and pays for central Government of Nunavut programs, such as the Nunavut Electrical Subsidy, the Nunavut Child Benefit, the Government of Nunavut's insurance premiums, and the Government of Nunavut's employee benefits. We are also the "gateway" into the government for public agencies like the Qulliq Energy Corporation and Nunavut Arctic College.

Mr. Chairman, the Department of Finance is seeking \$100,260,000 for operations and maintenance in 2018-19. Of this, about \$35,800,000 is for compensation and benefits. The department requires just under \$6.5 million for its other operations and maintenance costs.

(interpretation) The largest component of our budget is for centrally administered funds. We are seeking nearly \$58 million for these programs in 2018-19, including:

- \$26.7 million for government-wide employee benefits, such as dental premiums, workers' compensation premiums, and employee medical travel;
- (interpretation ends) \$10.3 million to pay for the lease costs of this Legislative Assembly building and a number of other buildings across Nunavut;
- \$10.9 million to help lower the electricity costs that individuals and small business pay;
- \$7.96 million to cover the

Government of Nunavut's insurance premiums; and

- About \$2 million for the Nunavut Child Benefit, a program that provides small monthly payments to families with children.

In all, our department is seeking an extra \$5,427,000 over last year. This 5.7 percent increase is made up of:

- \$2.1 million for higher insurance premiums

As a result of school fires in Cape Dorset and Kugaaruk, the property insurance premiums we must pay have increased. They are not likely to go down soon and we are not in the position to "shop around" for lower rates. In fact we had a difficult time last year even finding companies that would renew our policies.

- \$3,128,000 to pay for Government of Nunavut employee medical travel

As a benefit of employment, the Department of Finance pays our employees' medical travel costs. The costs are driven by higher number of employees, more expensive travel, and more demand for medical travel.

- \$194,000 for WSCC premiums

As an employer, the Government of Nunavut pays into the Workplace Safety and Compensation Commission. As the number of Government of Nunavut employees grow, our premium payments increase. These funds are required by law.

Overall the Department of Finance's proposed budget adjustment only reflects the higher costs we must take on in 2018-19 on behalf of the wider government.

(interpretation) Thank you, Mr. Chairman. I am available for questions.

**Chairman:** Thank you. Does the chair of the standing committee have comments? Please proceed, Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I am pleased to provide opening comments on behalf of the Standing Committee on Oversight of Government Operations and Public Accounts on its review of the proposed 2018-19 main estimates and 2018-2021 business plan of the Department of Finance.

Mr. Chairman, the department's proposed 2018-19 operations and maintenance budget of \$100,258,000 represents a 5.7 percent increase from its 2017-18 main estimates. The majority of this increase is due to higher projected expenditures in such centrally administered areas as insurance premiums and medical travel for employees. Mr. Chairman, the number of positions in the department has increased by 11.0 PYs to 292.0 PYs, which represents a 3.9 percent increase from its 2017-18 main estimates.

During the minister's recent appearance before the standing committee, members took the opportunity to raise a number of issues and concerns. The Department of Finance provides support to the Financial Management Board. A government-wide issue for which the Financial Management Board has responsibility is the size of the public

service.

The total number of positions in the government continues to increase. The government's proposed 2018-19 main estimates indicate that there are approximately 4,816 approved positions in the government's departments and major Crown agencies and territorial corporations, including the Qulliq Energy Corporation. Mr. Chairman, this represents an increase of approximately 140 positions over the number accounted for in the 2017-18 main estimates, and an increase of approximately 567 positions from the 2014-15 main estimates, just five years ago. However, the government's March 2018 quarterly employment report indicates that there were 1,320 vacant positions across the government as of March 31, 2018, which represented a vacancy rate of approximately 27 percent.

Mr. Chairman, it is important for the Financial Management Board to be mindful of the need to control the growth in the number of government positions being added to organizational charts at a time when departments and Crown agencies face significant challenges in filling their existing vacancies and roughly one-quarter of the government's existing positions stand empty. Mr. Chairman, it is also important to note that approximately one-third of the government's total operations and maintenance spending is allocated to compensation and benefits for its own workforce.

For the 2018-19 fiscal year, this amounts to over a half a billion dollars. The government's response to a recent written question indicates that it incurred over \$28,167,000 in overtime costs

during the 2016-17 fiscal year. Mr. Chairman, it is not unreasonable to conclude that the high vacancy rate for the government's existing positions has contributed to this spending.

The Government of Nunavut's *Human Resource Strategy* 2014-18 was tabled in the Legislative Assembly on November 4, 2014. The department's proposed 2018-2021 business plan indicates that an "evaluation of the current Human Resource Strategy is underway and is informing the development of an updated Strategy." Mr. Chairman, although the standing committee notes recent improvements in the timeliness of the tabling of the *Public Service Annual Report*, it emphasizes the importance of continuing to expand the range of information contained in future editions of the document.

The 2017-18 Ministerial Letters of Expectation to the government's five major Crown agencies and territorial corporations were written in April of 2017 and tabled in the Legislative Assembly on June 8, 2017. The responses to these letters of expectation were tabled in the Legislative Assembly on September 18, 2017. The standing committee notes that the department's proposed 2018-2021 business plan indicates that one of its priorities for the 2018-19 fiscal year is to "revisit and formalize the relationships between the Government of Nunavut and Nunavut's territorial corporations." Mr. Chairman, all five of the government's major Crown agencies and territorial corporations have their own boards of directors. However, their powers and authorities respecting such matters as approving budgets and business plans are sometimes unclear in respect to those

of the Executive Council and the Financial Management Board, making it challenging for Members of the Legislative Assembly and the public to clearly identify where accountability for decisions rests. Consequently the department's planned work has the potential to achieve useful clarification in this sphere.

On November 21, 2017 the government's annual report on grants and contributions made by all departments during the 2016-17 fiscal year was tabled in the Legislative Assembly. Between the 2004-05 and 2016-17 fiscal years, the government's total grants and contributions expenditures amounted to approximately \$3,889,000,000. A number of members have raised concerns regarding the extent to which the government is able to determine the actual results achieved by its grants and contributions expenditures, especially in such areas as local job creation in relation to grants and contributions provided to for-profit businesses. Mr. Chairman, I note that this issue was publicly raised with the Auditor General of Canada on the occasion of the standing committee's recent televised hearing.

On September 18, 2017 the Government of Nunavut's new Inuit Language Incentive Policy was announced. Both the Department of Finance and the Department of Executive and Intergovernmental Affairs have a number of responsibilities in relation to its administration. The policy provides that "...employees who demonstrate proficiency in and use the Inuit Language in the workplace will be paid an allowance based on their assessed proficiency level." Under the policy, the

Inuit Language Authority has the responsibility to "develop, review, recommend and administer tests that evaluate Inuit Language proficiency." Employees may receive an allowance according to a three-level scale. Mr. Chairman, although the standing committee recognizes the appropriateness of requiring employees who are applying for a higher allowance to undertake a new assessment, the policy's current requirement that all employees undergo a mandatory reassessment every five years to determine whether or not they are still proficient in their language is unwarranted, especially when contrasted with the lack of any assessment requirements for employees receiving a bilingual bonus for the ability to use the French language in the course of their employment.

Mr. Chairman, although prior years' editions of the *Public Service Annual Report* have contained information regarding the administration of the government's Bilingual Bonus Program, there have been challenges in clearly differentiating between such measures as the number of positions being classified as eligible to receive such bonuses and the number of actual employees receiving them. Mr. Chairman, the standing committee looks forward to future editions of the *Public Service Annual Report* providing comprehensive information concerning the administration of the new Inuit Language Incentive Policy, which replaces the Bilingual Bonus Program for the Inuit language, as well as the administration of the ongoing Bilingual Bonus (French) Program. Mr. Chairman, the standing committee notes the importance of ensuring that employees

who are eligible for a bilingual bonus for the use of the French language are treated in the same manner as those applying to receive an allowance under the Inuit Language Incentive Policy with respect to the requirement for a formal, standardized and objective assessment of language proficiency.

Mr. Chairman, the department's proposed 2018-2021 business plan indicates that one of its priorities for the 2018-19 fiscal year is to "review the methods used to set tax rates and review the appropriateness of current tax rates for all tax types." Mr. Chairman, I note that this issue was also publicly raised with the Auditor General of Canada on the occasion of the standing committee's recent televised hearing.

On November 8, 2016 *Taking Steps to Reduce Alcohol-Related Harm in Nunavut* was tabled in the Legislative Assembly by the Minister of Finance. The Iqaluit Beer and Wine Store officially opened on September 6, 2017. The department's proposed 2018-19 main estimates indicate that the number of positions in the Nunavut Liquor Commission have increased from 12.0 PYs during the 2017-18 fiscal year to 22.0 PYs during the 2018-19 fiscal year. The department's proposed 2018-2021 business plan indicates that "Monitoring of the impacts of the opening of the [beer and wine] store is underway." The department's proposed 2018-2021 business plan indicates that one of its priorities for the 2018-19 fiscal year is to "review and improve the Nunavut Liquor Commission's approach to recycling." Members will monitor these issues with attention.

Mr. Chairman, the standing committee

strongly supports the government's Summer Student Employment Equity Program, which provides valuable work experience for Nunavut youth.

Approximately 2,887 students, over 77 percent of whom were beneficiaries, have participated in this program since 2001. However, the standing committee also urges the department to review the program's definition of "Nunavut Student" to ensure that only Nunavut Inuit and long-term residents of the territory are eligible to participate in the program. At present the definition is insufficiently rigorous.

The standing committee notes that the Department of Family Services administers a separate Summer Employment for Nunavut Students Program that provides wage subsidies to private sector employers, municipalities, and non-governmental organizations for the purpose of hiring students. However, the existence of this program is not necessarily well known and it would be beneficial for both departments to coordinate their promotion efforts.

Finally, Mr. Chairman, that concludes my opening comments on the proposed 2018-19 main estimates and 2018-2021 business plan of the Department of Finance. Thank you, Mr. Chairman and members.

**Chairman** (interpretation): Thank you. Any general comments? We'll turn to C-4. (interpretation ends) Finance. Corporate Management. (interpretation) Are there any questions? Ms. Towntongie.

**Ms. Towntongie** (interpretation): Thank you. (interpretation ends) I have only one question and that is: what is the



timeline for finalizing and tabling an updated Human Resources Strategy? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Akeeagok.

**Hon David. Akeeagok** (interpretation): Thank you. This spring, in 2019. Thank you, Mr. Chairman.

**Chairman**: Thank you. Finance. Corporate Management. Mr. Lightstone.

**Mr. Lightstone**: Thank you, Mr. Chairman. It's getting late so I'll keep the questions short. During the previous Legislative Assembly, a motion was passed in the House, which recommended the Government of Nunavut reintegrate its human resource functions and responsibilities into a single, independent public service commission, which includes an entity modeled after the Government of Yukon's respectful workplace office.

What is the current government's position on this issue? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Akeeagok.

**Hon David. Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) The current position is in our main estimates where we continue to have our human resources within the Department of Finance. (interpretation) Thank you, Mr. Chairman.

**Chairman**: Thank you. Finance. Mr. Main.

**Mr. Main**: What specific changes to the current human resource strategy are being considered? (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Akeeagok.

**Hon David. Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) One of the changes that we're getting into is having our responsible workplace to increase some of that division to ensure that it is done. We are also supplementing the training and linking our Inuit employment plans to link in with our business plans. So, there are a number of initiatives that we are moving toward for this. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. Can I ask questions on (interpretation ends) fiscal management (interpretation) under this section? Thank you, Mr. Chairman.

**Chairman** (interpretation): When we get there you can ask your question. We are on C-4. Do you have any other questions? Thank you. (interpretation ends) The next name on my list, Mr. Hickes.

**Mr. Hickes**: Thank you, Mr. Chairman. I'd like to start off with staff housing. In the draft 2018-2021 business plan it indicates that Finance has worked closely with the Nunavut Housing Corporation to review the Government of Nunavut's Staff Housing Policy. An options paper that includes opportunities

to support alternative housing options for Government of Nunavut employees is expected to be complete by summer 2018. We're in June of 2018, so in some places it is already summer, Mr. Chairman. Maybe not quite here, but I'd like to get a timeline on that. In addition if you'll allow, what specific alternative housing options are being considered? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) I thank the member for raising this and for raising it earlier this session related to staff housing. As I indicated, I expect the report to be in front of me by this fall for my cabinet colleagues to review those options that are being considered. It would be this fall that we would be doing that.

Some of the initiatives that we're closely looking at are on the homeownership and that's looking at staff housing overall and in some cases is it different here in Iqaluit versus anywhere else when it comes to staff housing. There's the staff housing allowance that the member raised earlier that we're also looking into. A lot of that work is being done through our interagency group led by ourselves and the Nunavut Housing Corporation. That's one of the high priorities that I have asked for my staff to come back and give me some of the options. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Hickes.

**Mr. Hickes**: Thank you, Mr. Chairman.

Another question regarding the *Staff Housing Policy*, is the government considering withdrawing from the provision of staff housing altogether in communities like Iqaluit, Rankin Inlet, and Cambridge Bay as was planned by the previous government? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. (interpretation ends) Minister of Finance, Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) It hasn't been decided. Like I mentioned, this interagency committee is looking at all these options and those are one of the what-ifs, and if we are going to make some changes towards staff housing and treat it different, we just need to make sure that we do it fairly, and that we look at and ensure that this is done in a way that doesn't hinder or hurt any of our staff. (interpretation) Thank you, Mr. Chairman.

**Chairman**: Thank you. Mr. Hickes.

**Mr. Hickes**: Thank you, Mr. Chairman. One final topic under this line of questioning: how is the government planning to address the issue of long-standing vacant units as part of its review of the *Staff Housing Policy*?

**Chairman** (interpretation): Thank you very much. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) I thank the member for questioning that. That is a very difficult question. For the number of vacant units that are in the communities,

especially in decentralized communities where it's very prevalent that they are vacant and they don't see to have staff being filled in there, the way we work currently with our staff housing is that we only limit the number of positions that can be allowed for staff housing.

For example, if there are 12 vacant units, we will put out at least 17 competitions with staff housing, fully understanding that we might not hire 5 into those. It's using the common practice, that is, the number of job ads that we put out and the number of positions that we fill. Using that, there's the Staff Housing Allocation Committee that comes up with a formula that doesn't allow for it, but there are certain vacancies that we try to fill and by the time we do our competitions, if every one of those filled, then we would be very short in terms of staff housing.

Those are the procedures and processes that our staff have a challenge juggling to do when it comes to filling positions and putting people into GN staff housing. Thankfully when we do hire locally and oftentimes they don't require staff housing. Sometimes there's a blessing in disguise, but those are the very different processes that we try to follow. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. Maybe just to go back to that same question, what are some of the solutions being proposed or what are some of the options being considered to help deal with this issue of...? You mentioned a lot of the challenges associated with it, but what are some of the solutions or

options being proposed to help, if not eliminate, at least make some headway into lessening the amount of vacant units? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. Through you, if I could ask my associate deputy minister, Alma Power, to respond to that. She's right in the committee and the different solutions that are being thought. I'm waiting for that report in the fall, but I know that she has gone through and looked at a lot of these solutions. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Power.

**Ms. Power:** Thank you, Mr. Chairman. Thanks for the question. One of the things we kind of struggle with, with the existing policy, is how housing units are allocated to positions. Things are given a priority 1, 2, 3 and that's generally how they roll. We want to bring more flexibility to the departmental level to say, when positions are ready, if we can assign. The priority may be 1, 2, 3, but what's your priority today and are you willing to put some of your more priority 3 positions out in front? Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I appreciate that response. I'm going to just switch over to the territorial corporations. In the 2018-2021 business plan it indicates that one of the department's priorities for the 2018-19 fiscal year is to "Revisit and formalize the relationships between the

Government of Nunavut and Nunavut's territorial corporations." Mr. Chairman, what specific issues related to the government's relationships with its Crown agencies and territorial corporations have caused this review to take place? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeegok.

**Hon. David Akeegok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Just to have the desire to be more accountable and transparent with our agencies and our government. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. As they haven't been tabled yet, to what extent do the 2018-19 ministerial letters of expectation to the government's major Crown agencies and territorial corporations differ from the 2017-18 letters of expectation? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Akeegok.

**Hon. David Akeegok** (interpretation): Thank you. (interpretation ends) The new letters of expectation do include the requirement to increase their reporting to the Central Accountability Committee. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. Just along with those letters of

expectation, when will these letters of expectation be tabled in the House? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeegok.

**Hon David. Akeegok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Just looking at our calendar for this session, if there is allowance for me to table those I am prepared to do so. If there are not enough time allocations, then definitely they will be tabled in the fall. Those letters of expectations are ready, and I'm prepared to table them. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. As an option, would the minister consider backdoor tabling them so members could see them at an earlier date, if possible? That is my final question. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Akeegok.

**Hon David. Akeegok** (interpretation): Thank you. (interpretation ends) Maybe the Clerk might be able to help me out. When it comes to backdoor tabling, those are required for statutory tabling. If I need to, if I'm not able to do it in this session, I am prepared to write a letter to each of the members of the letters of expectations early enough. I'm looking at that as an option. I thank the member for continued interest in this. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Finance.

Corporate Management. Total Operations and Maintenance, to be voted. \$4,626,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. We are now on page C-5. Finance. Fiscal Management. Mr. Rumbolt.

**Mr. Rumbolt:** Thank you, Mr. Chairman. On page 30 of your business plan it indicates that one of the priorities is to implement improvements to all the capital estimates that are presented to Members of the Legislative Assembly and the public. What specific improvements are being considered? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeegok.

**Hon David. Akeegok** (interpretation): Thank you, Mr. Chairman. This one is to bring the capital estimates into the House in global numbers, not necessarily on per projects, as we normally do with our budgeting processes. That's the main change that we are proposing, as part of our capital estimates. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Rumbolt.

**Mr. Rumbolt:** Thank you, Mr. Chairman. Again, on page 30 in your business plan, it indicates that one of your priorities for 2018-19, is to review methods used to set tax rates and review the appropriateness of current tax rates for all tax types. Does this mean that some of the tax rates may increase, and maybe, some of them might decrease? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Akeegok.

**Hon David. Akeegok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) I'm going to say yes to both. There could be an increase and there could be a decrease, but it's one where we need to look at our tax structure on a variety of taxes that we currently collect. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Rumbolt.

**Mr. Rumbolt:** Thank you, Mr. Chairman. Whether there is going to be a tax increase or decrease, do you have any timeline when we will be able to find out that information? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister of Finance, Minister Akeegok.

**Hon David. Akeegok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) I don't have a specific timeline, but if there are any significant changes to our taxes, that would fall within our budgetary processes. So if there are any major ones that it would come next budget. During my budget address I did ask if there are ways that we can do it, if there are different ways of doing our operations and where we can find revenues. That one we're going to continue to work because, as I mentioned, running a deficit two budgets in a row is something that we'll be doing but it's not sustainable. So, we really do need to figure out ways to increase our revenues as a government. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Rumbolt.

**Mr. Rumbolt:** Thank you, Mr. Chairman. Mr. Chairman, I think Nunavut is one of only four provinces and territories that do not have a retail sales tax. Will your department's review of tax rates also be considering the introduction of a new retail sales tax? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Akeegok.

**Hon. David Akeegok** (interpretation): Thank you. (interpretation ends) As a department, we are exploring all options in terms of when it comes to the tax rates. If there is going to be any decision on what kind of taxes are coming forward, that's going to require our government to make that decision. No decision has been made on whether to take that particular tax and apply it to Nunavummiut at this point. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Next name on my list, Mrs. Towtongie.

**Ms. Towtongie:** Thank you, Mr. Chairman. (interpretation) In May 2017, Cambridge Bay and Rankin Inlet voted to allow a beer and wine store. So, has the government thought about when these beer and wine stores may be opened in Cambridge Bay and Rankin Inlet? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Akeegok.

**Hon. David Akeegok** (interpretation): Thank you. The Fourth Legislative Assembly started the one in Iqaluit

where they would do a three-year pilot project on a beer and wine store. As that is the case, the two other communities voted the same way and right now, as the government, we are not in too much of a hurry to open those. We first want to see how the Iqaluit beer and wine store is running. We are also looking at Rankin Inlet. It already has an alcohol distributor for all of Nunavut and in Cambridge Bay, it doesn't have one though. That's being looked at, at the same time to see how we can change things. To date, we don't have a date set for the openings. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mrs. Towtongie.

**Ms. Towtongie** (interpretation): Thank you, Mr. Chairman. In 2018-19 the Department of Finance said that there are jobs within the liquor commission. There were 12 PYs in 2017-18 and now there will be 22 PYs in 2018-19. So those positions, where will those positions be located and what kind of jobs will they be? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Akeegok.

**Hon. David Akeegok** (interpretation): Thank you, Mr. Chairman. They'll be located in Iqaluit for the beer and wine store. These PYs are new PYs and they are located in Iqaluit. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mrs. Towtongie.

**Ms. Towtongie** (interpretation): Thank you, Mr. Chairman. As of today,

approximately how much of a profit is the Iqaluit beer and wine store expected to have generated for the government? Can you give me an estimate for the 2017-18 year? Approximately how much of a profit? That's my last question. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister of Finance, Minister Akeegok.

**Hon. David Akeegok** (interpretation): Thank you, Mr. Chairman. I don't have figures for how much of a profit or what the expenditures have been to date. It goes through the revolving fund. On O-VII-3, you can find the Nunavut Liquor Commission's substantiation sheets there for 2018-19, and \$11,428,000 was budgeted for that. We have projected \$965,000 in revenues and when I make a report on the financial statements and it keeps changing.

Since the Iqaluit beer and wine store is brand new, the figures are constantly changing, but I expect that at the end of this month when our books are closed we'll have a better idea how much of a profit the beer and wine store generated. I'll be able to make that report. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. According to the list of names, Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. Welcome minister, and your officials. I know that you feel welcome, obviously.

In this document, it states that under the category of (interpretation ends) fiscal management (interpretation) which

monitors to ensure that funds are administered properly within our government and I believe that is under your department in overseeing the entire government financial administration. Now, related to this fiscal management of our government, is it acceptable?

Do all of our public funds, which is close to \$2 billion per year, with some funds coming from the federal government and whether these funds are being properly managed? I am aware you study this on occasion, and with your monitoring duties, do you find that fiscal management practices of this government are acceptable? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Akeegok.

**Hon. David Akeegok** (interpretation): Thank you, Mr. Chairman. The overall budget, totalling approximate \$2 billion per year which we want to use, is sufficient to meet our needs, which is why it is in the appropriation papers submitted for your approval.

The accountants at the Department of Finance monitor all financial transactions, and they go back and forth between departments to enquire whether they are following the requirements, and areas that may require further work so there is continual feedback between this division and the departments.

This is also part of the monitoring to ensure proper fiscal management, and the financial reporting is done correctly. The accountants are constantly busy as they continue to work with departments to try to improve the fiscal management. I have also directed them to resolve any

problem areas that require improvements as we want them identified.

Through this funding appropriation process, there were several fiscal management recommendations sent to the Department of Health and the Department of Justice who made changes to some areas. These areas include constant monitoring of financial management and further, how we recommend changes to improve our financial management. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. In light of our inadequate funding levels, which cause a lot of budgetary shortfalls, and the fact that Inuit are always commenting that our government is bleeding money or wasting precious funds on fairly useless facilities whenever they see examples of wastage; whenever they see that, they inform us to point it out. I wonder which specific method of financial management would result in... .

(interpretation ends) Here's my specific question: the practice of getting dollars out the door at the end of the fiscal year and rushing to spend your budget throughout the GN, is anything being done to address this and try to discourage it specifically?

(interpretation) Thank you, Mr. Chairman.

**Chairman**: Thank you. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman.

(interpretation ends) I do want to applaud the previous Finance minister from the Fourth Assembly. He started a practice of monitoring it very closely with his colleagues and it's built into giving instructions to my deputy minister in terms of ensuring that departments don't just spend if there's going to be a surplus. Every year, very close to January or February, my deputy minister goes to each colleague and reminds them of what they're appropriated for and not necessarily go and make those last-minute changes in terms of trying to get new or trying to spend on their surpluses.

There's a monitoring mechanism in terms of ensuring that those that want to wait until right to the very end, they get reminded of what has been appropriated and follow what it's being appropriated for each of the departments.

(interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. Thank you, minister.

(interpretation ends) In terms of fiscal management, I'll use an example where, as a government we're paying somebody to do a job and they're actually not there because maybe we don't have a system in place to monitor attendance, whether they have returned from their coffee break or whether they have returned from lunch. Is there anything that's being worked on in this regard in terms of trying to track, just making sure on a basic level that if we're paying you an hourly wage, you are there to do the work that we're paying you for?

(interpretation) Thank you, Mr.



Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Yes, there is work and what we are trying to do is trying to have a leave and attendance system become electronic. Currently it's manual and it's also at the discretion of the managers on how to manage their staff time. We rely on a lot of our managers and all of our employees to follow the time allotted for them. Each case will be slightly different and it's how it gets managed, but there are efforts towards upgrading our leave and attendance system from currently what is manual to a more electronic system. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) That's good to hear and I look forward to seeing that rolled out. I would like to just clarify that I'm not saying that there's abuse of coffee breaks or anything like that is widespread, but it only takes a few less-than-ideal employees to ruin it for all the hard-working GN employees, right?

My final question for now is: in terms of rolling out that leave and attendance system, what does it look like "timelined"? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. Thank you for the comments about our public service. I applaud our public service. A lot of them go to work and a lot of them do the work over and above. I want to applaud them too and I would like further comments.

For the leave and attendance, we are at the pilot stage. I say that cautiously, because there have been at least two or three attempts try and get a system that's in place that also allows us to go through some of our human resource systems, or our financial systems. Those are two systems that we need to make sure that if we do roll it out, that it is compatible, and that we'll be able to use it.

Far too often we create systems that don't talk to each other. This is one that I say cautiously, because this government has attempted to roll out some of the electronic systems in place. We do some testing and those are some of the things that sometimes need to fail in order to succeed. I apologize if I don't have a definitive answer on this. It's something that we are working toward. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Finance. Fiscal Management. Total operations and.... . Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. With regard to fiscal management, following up on Mr. Main's comments about the budget development process, I was wondering: last week CGS admitted to recycling their budget without actually putting any substantiation behind their request. I was wondering how the minister feels about the Department of CGS's budget. Thank

you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon David. Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) The CGS budget was approved through this House and it went through this rigorous committee. We all support it. I support it, myself. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. I'll follow with another one of Mr. Main's questions, and that's the hypothetical March madness spending spree that our government seems to face every year. Has the department monitored cash flow expenditures and identified any trends in increase in year-end spending? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon David. Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) We don't have a monitoring system in place for that particular one. There are systems in place when there is a \$100,000 or more expenditure, my deputy minister gets an alarm from our systems to say, "what is this?" That allows him to go to the appropriate deputy minister and question certain expenditures. Then it gets closer monitored toward the end of the fiscal year. Each of our expenditures; we don't look at every transaction as a central agency, but there are certain systems in place that allow us to do the checks and

balances when it comes to cash flow. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. I would just like to remind the minister that there is actually in fact a monitoring device in place to monitor cash flow and it's called the FreeBalance accounting software system. Maybe that FreeBalance system can be used to monitor cash flow expenditures going forward.

I'll move on to my next question. It's regarding the Nunavut Liquor Commission on page 0-VII-3. I would like to bring up a return to the bottle deposits issue. I was wondering if the minister might be able to explain to us how the bottle deposit works for our local restaurants and establishments. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) The onus is on the restaurants to deliver to the recycling centre and we inform any of our clients of where that is. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. A recent news article indicated that the local bottle deposit depot does not accept deliveries from our local restaurants and establishments. I was wondering how our restaurants

receive the bottle deposit refund. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) For the detail, could I ask my deputy minister to respond to that? (interpretation) Thank you.

**Chairman:** Thank you. Mr. Chown.

**Mr. Chown:** Thank you, Mr. Chairman. Our agreement with the local contractor who collects the bottles does not specify how he would collect them from individual entities. It would be his obligation to collect them and pay out those amounts, but we do not specify how he collects them. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. My next question is going to be about the Nunavut Liquor Commission's financial statements. They have indicated that the commission generated over \$400,000 in bottle deposits and at the same time had a bottle deposit expense of \$170,000. That's a substantial difference between how much bottle deposits they're taking and how much they're actually paying out. I was wondering what happens to the uncollected bottle deposit funds. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. That's revenue into the

commission. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. I'm glad we're generating revenue, but I don't believe it's done appropriately. I don't believe that we should be forcing residents to pay deposits and then the government just keeps the remainder. We have to keep in mind that these bottle deposits aren't government money; these are funds being taken out of the pockets of our constituents. Considering the fact that there is no current bottle or glass recycling facility in the territory and no glass being shipped out to be recycled, I don't understand why the commission continues to charge a bottle deposit on glass products. Can the minister please clarify that? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you. (interpretation ends) The glass deposits or the recycling deposits are normal practice for any other liquor commissions throughout the country and it's to help for recycling. I'm glad the member is asking these questions related to it. In our business plan, on page 30, we have committed to review and improve the Nunavut Liquor Commission's approach to recycling. I applaud your questions related to that because it's going to help our staff as a part of the review. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. May I remind members that if you are going to ask questions, please raise your hand ahead

of time. Finance. Fiscal Management. Total Operations and Maintenance, to be Voted. \$7,558,000. Agreed?

**Some Members:** Agreed.

**Chairman:** We will now take a 20-minute refreshment break. Thank you.

>>*Committee recessed at 18:25 and resumed at 18:47*

**Chairman:** Thank you. I call the committee meeting back to order. We are now on page C-6. Finance. Comptrollership. Any questions? If you have questions, please raise your hands ahead of time. Total Operations and Maintenance, to be Voted. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. My first question is going to be regarding the public accounts and financial reporting. It's fairly common that with any set of financial statements, they usually come with what's called the management discussion and analysis section. The section usually provides an overview of the year's operations and how the organization performed. I was curious as to why our public accounts don't include a management discussion and analysis portion. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeegok.

**Hon. David Akeegok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) There are ongoing discussions with the Office of the Auditor General related to this on putting such a document into our public accounts or financial statements. That

work is going and that's something that we continue to strive on. It's one of the areas where we continually try to improve our financial statements. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. Thank you for that response. I was just curious if the minister knows if any other jurisdictions in Canada use a management discussion and analysis portion in their public accounts. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeegok.

**Hon. David Akeegok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Most of the jurisdictions do use that. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. Thank you for that response. As you're currently in discussions with the Auditor General on the topic, would you be able to provide us with a timeline of when your discussions will be complete, and if, and when we can see a management discussion and analysis portion? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister of Finance, Minister Akeegok.

**Hon David. Akeegok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) I don't have a definitive answer. This has been an

ongoing dialogue with the Office of the Auditor General, and something that we strive for. If I may be as bold, we're aiming for the 2017-18 financial statements as a start for this.  
(interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. The next name on my list, Ms. Towtongie.

**Ms. Towtongie** (interpretation): Thank you, Mr. Chairman. In your department's 2017-19 main estimates, it stated that you would place a priority on the government's grants and contributions spending. What were the results of this audit? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Akeegok.

**Hon David. Akeegok** (interpretation): Thank you, Mr. Chairman. With the audit of grants and contributions of GN departments, we had to make some revisions in order to realign and to have better reporting on the grants and contributions. That is for the GN departments and also for the agencies. We had to make some slight adjustments. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. (interpretation ends)  
Finance. Comptrollership. Total Operations and Maintenance, to be Voted. \$9,578,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. We are now on page C-7. Finance. Human Resources. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I'm sure the minister was listening with great interest during my line of questioning earlier today on linking FANS students that are going to post-secondary education and look at employment opportunities within the public service. I recognized, to the minister and the staff at Family Services that it seemed like it was a fairly new idea. I know I brought this up in the past very frequently regarding summer student.

Can the minister foresee a challenge with having shared information? Like my colleague mentioned, if there is some type of a disclaimer, or something, on the FANS paperwork so that that information could be shared with the Department of Finance so the departments can target students that are in their graduating year, or even throughout their scholastic studies for targeted summer student opportunities? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Akeegok.

**Hon David. Akeegok:** Thank you, Mr. Chairman. Yes, I was listening very, very carefully on this, and sometimes while sitting there, you kind of want to answer. This is a joint question between the two ministers that are working together. We are looking and we are asking what sort of barriers it would be in terms of sharing data, and ensuring what we could do. There will be a number of things. I agree that we should be looking at and reviewing our summer equity employment program to see areas where we can link those two together. The onus right now is on the students and the students to prove that they are

going back to school. Those are some of the criteria. We are listening and we're definitely going to be engaged with the Department of Family Services when it comes to FANS and sharing data.

(interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you Mr. Chairman. I might add that the onus is also on the student to find the employment opportunities where when we look through and see the number of vacant positions, there's not always competitions for every position that's ongoing. There are opportunities to recognize an opportunity for a graduating student to fill a vacant void that might not have been advertised for a period of time.

I'm just going to jump ahead into the priorities for 2018-19, and it speaks to negotiating a new collective agreement with the Nunavut Employees Union. I was just wondering: how early do these discussions start? Have they started already? Are there any initial forays into each other's wants and requests been initiated? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. For the record; the onus is currently on the Nunavut Employees Union to serve us notice that they want to get into a collective bargaining for this upcoming collective bargaining. My staff meet on a monthly basis with the Nunavut Employees Union and go through a number of issues or anything

that is contained within the collective agreement and within public service. There are no negotiations taking place until there is a served notice. Both organizations would then have their own collective agreement bargaining teams. For any of the future, we don't tend to have specific discussions going back and forth on what the collective agreement should look like, but as part of the ongoing meetings, those arise but we don't deem them as part of the negotiating. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. Again, on the priorities on page 36, in the second bulletin; in 2018-19, it speaks to "Improve internal staffing processes and procedures to increase efficiency and better serve the need of clients."

Maybe if the minister could just elaborate a little bit on what they mean by improve the internal staffing processes and procedures? What type of practices are they looking at? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) And thank you for the question. These different procedures that we're looking at, such as the staffing manual procedure document to be posted online, staffing manuals, complete update human resource manuals will be made to remove procedural content to allow for more flexibility in the staffing process.

Finance will update and expand the Human Resource Policy on eligibility lists, including more flexibility around pre-qualified candidate pool for staffing the same or similar positions faster. Procedures to screen applicants will be reviewed as they pertain to priority hiring policy to free up more time for hiring managers to focus on program delivery.

Quality assurance support will be provided to staffing officers to ensure job advertisement and screening criteria are aligned with the job description and that there is no systematic barrier to Inuit employment. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. In the second to last bullet on the same page, 36, it speaks to “Design and Develop a Respectful Workplace program...” with some specific focuses on conflict managed, alternative dispute resolution. What is the timeline for that design and development?

The main reason I’m asking, Mr. Chairman, is there is always this perception in the public, that harassment and bullying in the workplace isn’t taken seriously by the Department of Finance, and I know it is. There are always challenges. There are two, three, four sides to the story sometimes, but at the same time, I’ve come to believe where there is smoke, there is fire in some instances. I think some of these issues, if dealt with early on from a conflict management, or the dispute resolution, or different mitigating practices to help get involved early before it becomes

such an issue as involving employees health or health and safety in the workplace, mental health, and that type of thing... . I can go on and on, and I won’t, but what kind of timeline for this program specifically are we looking at and how do you anticipate the uptake of it? Is it going to be a mandatory program? Are there going to be managers trained first in it so that they can learn what options are available to them to properly educate and enhance their employees’ experience? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Chairman, and thank you for the question. I do want to acknowledge the discussions that I have with the member outside of this House on some of these matters.

When we do get notified, we do try and follow-up as soon as possible. I agree with the member that early intervention is the best way to deal with some of the issues that are being done. I think for this one, it will be designed this year and our plan would be to roll out for the next year. Typically, when we do create something new like this, often Finance staff are the central agency, they would get the training and then we would start rolling that out to the departments, and at the same time, communicating that to the public.

We do have a plan in place to roll this out. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I realize there are probably a number of people on the list, and I'll try and keep my next couple of questions very short. In the last bullet on 2018-19, on that same page, 36, it talks about an internal training program for supervisors for awareness and proficiency in managing employees. I think it goes hand in hand with the respect in the workplace, but I have to say that I'm very happy to see this in the work plan for the department. I will be following up very closely with the progress on that one. That is just a comment, but I would like to just finish off with a question.

When we're looking at some of the numbers that were quoted in the opening comments of running a government on basically 73 percent capacity, and I know there are a number of casual positions that make up some of that difference. One of the things that I have spoken to many times in this House, and I'm going to continue to speak to, is recognition that until we actually have a government where departments aren't continuously challenged capacity-wise in meeting the objectives in their business plans and their budgets, and until we have a staffed civil service where we can recognize where our strengths and our weaknesses are, we are going to continue treading water in some cases, or maybe not making as much progress as we could and should.

I would just like to get the minister's take on what are they really doing at a grassroots level? What is the Department of Finance doing to make sure that we are at a "functionable" capacity within our civil service? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Akeeagok.

**Hon David. Akeeagok:** Thank you, Mr. Chairman. I applaud the member for the questions here. I encourage him to continue to raise these. For these training programs for the supervisors, we're definitely, very excited about it too, and glad that we have it in our business plans, in terms of rolling that out.

What are we doing about trying to get the public service into help with the capacity? There are a number of fronts that we are doing. One of the most that we've heard is on staff housing. That's the review that we are currently doing.

There has been a lot work that's taken place on the Inuit employment plans, that's working with the Department of Executive and Intergovernmental Affairs very closely, who we liaise with Nunavut Tunngavik and the Government of Canada, when it comes to Article 23 on how to roll this out. Putting it from the claim to operational, a lot of work has taken place and I commend the staff that's been working on this, in terms of improving and making sure the Inuit employment plans are well reflected in the business plans too, and in the day to day work that we do.

The other partners are in, in terms of staff efficiencies, making sure that if we are going to put it out for competition well ahead of time, because we do know we have the timelines when it's going to the ad, when it's going to close, and that. What we are going is before any advertisement is that we need to ensure that the hiring panel are going to be in the community to do the screening and interviews as soon as possible. If there



are going to be any delays, in terms of the hiring panel, then we'll delay those. We require to have the hiring panels to hire these.

We're doing a number of things. Where there are positions that are very similar, I'm going to use finance officers that are probably common throughout the government, is to take some of those pools and start using them. Conservation officers are ones. There are a number of fronts that we are doing.

One of my favourite line items that my minister colleagues probably get sick of hearing me is go to the restricted competition. Use that. That is more efficient and speedier process when it comes to staffing. Restricted competition does it's either just for Inuit, or for the communities that they're putting it out for competition.

There are a number of initiatives that we are doing from the finance perspective and working very closely with the departments. We are all trying for this. I applaud the member for questioning these, and I encourage him to keep questioning us. We continue to work together and I think a lot of that does help. I thank the member for the line of questioning. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. (interpretation) You are done? Following my list of names, Mr. Qirngnuq.

**Mr. Qirngnuq** (interpretation): Thank you, Mr. Chairman. Welcome minister and your officials. I just have one question. Earlier the Justice minister talked about the Inuktitut-speaking helpers for the RCMP for six

communities. I'm grateful for that. The question I have is: does the Minister of Finance think that other government departments should have Inuktitut-speaking helpers as well? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. Yes, our goal is to try to hire Inuktitut-speaking employees, and the ability to speak Inuktitut is listed as a priority in this government, and we are open to suggestions to improve it.

Although I can speak Inuktitut, I continue to get training on the proper way to speak Inuktitut, which I really appreciate as some Inuit teachers have noted I sometimes think in English and forget to think primarily in Inuktitut. Nonetheless, training materials are available in Inuktitut to all of our employees through (interpretation ends) Executive and Intergovernmental Affairs (interpretation) as they are the lead department on this initiative.

With that being the case, they compare costs to see which method is more expensive, and this includes a three-pronged approach in that initiative, through the Inuit Language Authority who do the competency testing. After the testing has been completed, the results are sent to our department to implement the various language bonuses relevant to their position. These are some of the different ways we handle this. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Following the list of names,

Mr. Kaernerck.

**Mr. Kaernerck** (interpretation): Thank you, Mr. Chairman. In your business plan, on page 34, looking at the first part, about casual workers and Inuit hiring will be priority. You have stated that you will be using *Inuit Qaujimajatuqangit*. How much planning have you done for community wildlife officers? Have you looked at community wildlife officers for training? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. Anything to do with wildlife would be under that particular minister's responsibility but it states here on page 34, it's for the Department of Finance and the staff in that department. It's just stated that we wanted to make sure that we do more work applying *Inuit Qaujimajatuqangit* in the workplace. For workplace health, safety and wellness programming, to add Inuit societal values for those; I've directed them in the administration of workplace health, safety and wellness programming. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Kaernerck.

**Mr. Kaernerck** (interpretation): Thank you, Mr. Chairman. Let me turn to something else. For casual workers who are hired on a temporary, in 2017-18, how many people have been hired on an indeterminate basis? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you

very much. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. In 2017-18, 157 casuals have been moved to indeterminate. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Kaernerck.

**Mr. Kaernerck** (interpretation): Thank you, Mr. Chairman. I also thank the minister for explaining that. In looking at this overall, every resident of Nunavut, irrespective of whether they are English or French descended peoples, I shall treat them as one as they too are residents of Nunavut.

How many non-Inuit employees have been moved from a casual position to an indeterminate position? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. (interpretation ends) Minister of Finance, Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you. I don't know how it's broken up into Inuit and non-Inuit. The breakdown of casuals is: 55 percent Inuit, and 45 percent under the Nunavut Agreement were non-beneficiaries. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. I think he's referring to both the French and white people. Mr. Kaernerck.

**Mr. Kaernerck** (interpretation): Thank you, Mr. Chairman. Thank you for explaining that. What about the Inuit employment plan? I know we are

reviewing the Department of Finance, but in terms of professional or technical positions, where it requires post-secondary qualifications?

Within the plan, is there anything written regarding a casual worker, who may be interested in working towards a higher position, perhaps to a manager level or higher? Does the Department of Finance have any plans related to on-the-job training to enhance the casual's capacity and capabilities? Do you have any plans related to this type of training? That will be my final question. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. This is an appropriately related question. Within our business plan, starting on page 40 it speaks to how the department will try to hire more Inuit, and it includes the prior work towards that goal.

We will try to properly implement the plan and to work harder to train them into higher positions, as we will try several initiatives, which we will continue to try and improve. As well, some of this will come specifically from the Department of Finance's (interpretation ends) Internal Financial Internship Program (interpretation) which we offer as a specific training program to work towards becoming a certified financial accountant.

In order to reach that level, several papers are required and it can be provided through this on-the-job training, where they work at our department and receive specific financial accounting training as it is geared for the

department to address our own needs.

Additionally, the Department of Executive and Intergovernmental Affairs has the Sivuliqtiksat program that we have started to get involved with involving training programs to enable staff to be promoted to higher positions, while working on the job and receiving training for specific skills. We expect that more Inuit can be hired and to have current staff eventually promoted to higher positions, especially in the accounting sector. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Mr. Kaernerck.

**Mr. Kaernerck** (interpretation): Thank you, Mr. Chairman, for recognizing me again after I said I was done. I just recalled this important fact. What about the communities that have become decentralized communities, such as Igloolik, which is a decentralized community. Do you have any plans where you can start training Inuit employees so that they can work in higher level positions? Is that for all of Nunavut? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. The Department of Finance seems like a small department but the total number of employees is 282 spread out between Cambridge Bay, Iqaluit, Igloolik and Rankin Inlet. For the office in Igloolik, they have 21 positions with 82 per cent representing Inuit employees. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Following the list of names; Mr. Netser.

**Mr. Netser** (interpretation): Thank you, Mr. Chairman. Welcome, minister and your officials. I also recognize one individual but I can't remember the person's name across from me.

>> *Laughter*

Welcome.

(interpretation ends) Mr. Chairman, I have often wondered; we had an HR department and now it's looked after by the Department of Finance. Do not these individual departments have an HR division in them? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister of Finance, Minister Akeegok.

**Hon. David Akeegok**: Thank you, Mr. Chairman. Each department does have a human resource person but for the Department of Finance, we do the central services, the policies, and hiring, but each of the departments have their own human resource personnel and they do the general work; getting ready for the job descriptions, working with the employees on the leave and attendance, and that.

There are different distinctions between what human resource does within the departments and what the Department of Finance does when it comes to human resources. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you

very much. Mr. Netser.

**Mr. Netser** (interpretation): Thank you, Mr. Chairman. (interpretation ends) So there are two functions being operated by two different departments. Why can't that division, say the Department of CG&S, look for, what do you call those field guides that pay those people that look after contracts... ? Why can't they hire that person instead of your department? Isn't there a bit of a conflict? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Akeegok.

**Hon. David Akeegok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) There are three that have been delegated to hire their own. That is the teachers, through the Department of Education, Health hires nurses, and Arctic College on the instructors.

For everybody else, it's done through a central agency which is our department. Each of the departments write and put their job descriptions, prepare them, and they are part of the hiring panel, where if it's the manager or the director that's going to be supervising that individual, they are typically part of the hiring panel. The other panel comes from the Department of Finance, which is a central function of our department.

In this question, the department is involved in hiring their staff. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you, very much. Mr. Netser.

**Mr. Netser:** Thank you, Mr. Chairman. What makes them say, the Department of Health and Arctic College, I think you referred to, in different from, say CG&S and the other departments? Why can't you do the same for these departments, instead of you know getting your foot in there? Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Akeegok.

**Hon. David Akeegok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Those three are very essential and are very specialized when it comes to hiring the teachers and for hiring the nurses so they're dedicated personnel in those three areas. If we wanted for each of the departments to do their own hiring, then it would not be a centralized function. In some jurisdictions, that gets used in terms of hiring their own, but for this government, we use a centralized function. Whether if it's a stand-alone human resources or within Finance, that is still under the *Public Service Act*. There is a central function to be used when it comes to hiring. This is where it rests, under human resources, under our Business Plan. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Netser.

**Mr. Netser** (interpretation): Thank you, Mr. Chairman. When there was a stand-alone HR department, it was dissolved and moved to the Department of Finance. Is it operating better than the previous stand-alone department, or is running better than before? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Akeegok.

**Hon. David Akeegok** (interpretation): Thank you, Mr. Chairman. It is running more smoothly. We have heard various suggestions and recommendations and advice to this issue. When the department was stand-alone, there was a concern and they kept talking about the concerns that they had. Now that it's in the Department of Finance, the same questions are being posed. The government staff officials are now working and they are starting to review how we can improve it. Through the Business Plan, we are continually making plans. Therefore, I cannot say whether this way or that way is better, but I can state previously that we have to review it and we will review it to find out which route is the best way to go. This was alluded to, to use the Public Service Commission or use the Department of Finance for human resources. I have stated in the House that I want to review this matter. I cannot tell you which is better at this time. I cannot tell you exactly which direction as a government we'll go through but we have agreed to look at it and review it in our *Turaaqtavut* mandate. It's part of our *Turaaqtavut* mandate; to make sure that we work it out and that's how I can respond to the question. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Netser.

**Mr. Netser** (interpretation): Thank you, Mr. Chairman. (interpretation ends): Thank you, for the response, minister. On to another subject, the most recent public service annual report indicates that the number of direct appointments approved by cabinet had decreased from 49 appointments during the 2015-16 fiscal year to just eight appointments

during the 2016-17 fiscal year. Was this decrease a result of fewer direct appointments being requested, or because the cabinet did not approve all of the requested appointments? That is my final question. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeegok.

**Hon David. Akeegok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) On the decrease of direct appointments, a lot of work went toward creating a different process, which is called a restrictive competition. That competition allows for Inuit to compete as a direct appointment.

When it comes to direct appointments, it is allowed under the *Public Service Act*, but when we start direct appointing front line or administrative levels, every direct appointment that cabinet makes, that doesn't give other beneficiaries the chance to apply and compete for that position. It is through that lens that there was a sharp decline of putting restrictive competitions into this process.

I firmly believe, when it comes to administrative or frontline appointments, that there are a lot of Inuit that want those jobs, and that need those jobs. If we go through a competition, every one of them has their own merits to apply and compete. I strongly encourage the departments to continue using restrictive competitions, especially in those administrative and frontline levels. I thank and applaud your question for this. Thank you, Mr. Chairman.

**Chairman:** Thank you. Are you okay now? No? Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. My first question is going to be regarding improving the staffing. I would like to ask the minister if he or the department believes it's important to ensure that we have Inuit staffing consultants working in the department. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeegok.

**Hon David. Akeegok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Yes, it is very important. Thank you.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. I heard a complaint from a constituent recently that currently there are no Inuit staffing consultants in Iqaluit to conduct interviews in Inuktitut. Can the minister confirm that? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Akeegok.

**Hon David. Akeegok** (interpretation): Thank you. (interpretation ends) Our competitive process, if anybody wants to conduct their interview in Inuktitut, that is something that is allowed and something that I would encourage. I am surprised if there was a denial of this request. If there was, I'd like to investigate and find out the reasons why that would happen. We do have at least six, and I heard two more, in Iqaluit for the staffing recruitments that are Inuit. If that was the case, I want to know about it. If it was one event, then we definitely need to investigate and find out reasons why it was rejected. (interpretation)

Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. Thanks for that response. Of those six Inuit in the recruitment and staffing division, how many are staffing consultants? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) In fear of making a numerical mistake, I would have to get back to the member on that specific question because I don't have that level of detail. I do know that there are six Inuit in the staffing division. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. I'll move onto the next question in staffing and recruitment. In looking at the 2016-17 public service annual reports, the table on the average number of days taken to successfully close a position, it seems like the length of time seems to be inching back up to where we were a number of years ago. Has the department identified any bottlenecks in the staffing and recruitment process? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) In my earlier

response, one of the things that we are improving in terms of competitions is that we need to ensure that the hiring panel is in town right after the closing and to ensure that there is adequate for screening and interview time.

We discourage staff from putting out a competition and then not being available for the next five weeks after it's closed. So that is one of the improvements that we've done. There are not just interviews; we do assessments. There are a number of fronts that we are doing in terms of trying to get through the in the process. There are a number of factors of the delays, and I think the report covers in terms of how long it takes. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. The GN capacity suffering due to a lack of staffing, I think this recruitment and staffing function is extremely important to the entire government operations.

I was wondering, although it's been identified that recruitment has been an issue, why the department has not requested additional PYs to help alleviate the pressures this division is facing. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) I don't think staffing is the main result of percentage of our capacity. There are a number of factors that cause this vacancy rate and

the staffing process is one of them. In the last budget there was an increase in terms for the Staffing and Recruitment Division, there was an increase in PYs to assist in this, but for the capacity issue, there are a number of factors that cause, and they're in different ranges with in the departments. I think you could go through a good number of these on trying to identify on what those factors are, but I just wanted to be clear that it's not because of staffing and recruitment that is the result numbers in capacity. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. I'll move on to my next question. A number of studies have shown that having a bad boss can have a negative impact on employees' mental health and physical health. Over the last several years there have been many newspaper articles of bullying and toxic work environments within the Government of Nunavut.

I was wondering if the department is doing any proactive research to identify any internal areas that show high indicators such as turnover. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeegok.

**Hon. David Akeegok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) There are a number of things that we're doing and I think I mentioned it earlier that we're increasing our respectful workplace program to assist some of this.

There are different methods that are using to try to get some these answered, such as our exit surveys, training supervisors, and having conflict management and respectful workplace training. There are a number of fronts and when any of our staff report that there is bullying or harassment, we have a procedural thing that we follow. We go through the fact-finding and try to address it as soon as possible.

One of our member colleagues here did raise that and I did mention that him raising awareness to myself does help a lot and it goes a long way when we do get that information. Oftentimes there are two sides to every story, but if there are activities that are happening, we do have good processes that we have here and there are a number of bodies that employees can go and some of them directly, such as our ethics officer. He is readily available and he reviews and that goes through.

There are a number of good processes that can go through it and I want that made available for our public servants. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. Looking at the Public Service Annual Report, it shows that both grievances and turnover are increasing year over year. I really think it's something that needs to be looked into. I'm sure there are a number of areas in our government that are suffering from high turnover and the Department of Finance included. I really think it's something that should be looked into. I'm sure that providing harassment



training is great, but you can only change the mentality of a bad boss so much. There needs to be something done about the issue of high turnover. That's just a comment. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you. (interpretation ends) Mr. Chairman, if I may provide commentary on the comment, I am glad that our staff are going through the grievance process. That is being recorded and that is being used and it does get a second look. Not from the boss, not necessarily from the direct manager, but those grievances get reviewed both within the Department of Finance and when it escalates, there's an external person who goes through this.

I am encouraged by the number of grievances that are going that are increasing. That shows that there is a process in place that our staff can go to these grievance processes. I hope one day that we will all be grievance-free, that we do this, but there always will be grievances in some form. As humans, we haven't figured it out for the last I don't know how many years, but it's a good process and I encourage staff to use that process. The grievance process and the fact finding does work, and it allows for staff to resolve with each other, and that's what it's designed for. It is to help each other. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Lightstone.

**Mr. Lightstone:** The role of the ethics officer is extremely important and their job in providing the final last step that

employees are offered is extremely important for employees to have but you can only do so much through the phone or via email. I think perhaps it would be beneficial if maybe the next ethics officer could be located here in Nunavut. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) We do have a very good ethics officer. He got that position through a public request for proposal. Every Nunavummiut had the opportunity to put their names in. This is a term position. If and when the term is up, we plan on doing another request for proposal. I encourage any Nunavummiut to put their proposals in. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. The next name on my list, Ms. Nakashuk.

**Ms. Nakashuk** (interpretation): Thank you. I would like to go back to another question that was brought up by my colleague regarding employees who are going through a hard time. (interpretation ends) Do you have numbers that those are done all the time or is it mandatory (interpretation) whether it's a mandatory process. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. Whenever someone is retiring, it's not mandatory. The exit survey is done and it's at the discretion of the employee if they want

to fill it out or not. Thank you.

**Chairman** (interpretation): Thank you very much. Ms. Nakashuk.

**Ms. Nakashuk** (interpretation): Thank you. I feel that there has to be a slight adjustment. Usually they have varying reasons as to why they are retiring from their work, and usually an exit survey can fix the problem, and find a solution.

In the exit survey, some have been working for a long time. (interpretation ends) Another one I wanted to find out more about is: do you have a percentage from each department in terms of how many performance reviews are done or have been done in the last fiscal year? Thank you, Mr. Chairman.

**Chairman**: Thank you. Minister of Finance, Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. I agree with what the member is saying. It's good to hear when staff are leaving, why they don't want to work for the government anymore. We're always interested in hearing that. We're also interested in hearing from our staff, like a, "Why are you still here?" kind of question to hear good things that can come out. Have good communications and work well together is the intention.

Each staff has to go through a performance review annually. Everybody is required to fill them out. The departments, themselves, also document what they've been doing. Not all of those are given to the Department of Finance. We are trying to improve that, where the highest positions are told to make sure that the lower workers are

doing that. That's how we try to hear from the supervisors. It would be great to hear from the staff as to what else they would like to see and what more they would like to see, and what other training they would like to see; if they like their workplace. I appreciate my colleague for bringing this up so I can speak on it. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Ms. Nakashuk.

**Ms. Nakashuk** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Do you have a percentage outline of how many were done from each department in the last fiscal year? I want to have an understanding of how well we are actually government employees in their positions and how accountable they could also be?

In the last department I worked in, we always ensured that the performance reviews were completed, but I also note that some departments didn't even bother completing those kind of forms. I just want to have a better understanding on government accountability, and to know that these employees are being trained for the positions they're in. (interpretation) Thank you.

**Chairman**: Thank you. Mr. Akeeagok.

**Hon David. Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Our government doesn't track it centrally. We don't track the number of who is doing the performance appraisals. I will not be able to provide the percentage to this House yet. That's one that we can start tracking too. I'll definitely have a close look into this.

I want to also add that as part of our supervisor training, it is one of the areas that we provide training to say that, “You need to do your performance appraisals for each of your staff.” (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Nakashuk.

**Ms. Nakashuk** (interpretation): Thank you. The Minister of Education was on the witness table about decentralized positions in Pangnirtung that were sent back to Iqaluit and two positions were sent back to Pangnirtung afterwards. Four positions, like you stated when you were asked during Question Period that the four positions that were taken out of a decentralized office. We feel that you should have returned similar positions to the community. Does HR know about this? That was my first question. If they have not returned the four positions, what can HR do about this? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you. I also thank you for that question. Yes, as a department, we strive to keep monitoring this as well as what action items are required. When we submit appropriations for approval, certain positions are created and we itemize each position that has been moved from the community.

Further, as a government, we are continually keeping track of the various areas that need monitoring. As well, we also report on where the position was moved to, which department has received the position and it is included in

these reports.

As of March 20, 2018, MLA John Main queried the Premier about these positions, and an excellent report has been produced through a response to (interpretation ends) a written question (interpretation) which positions were moved from the communities and which communities received a compensatory position. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Ms. Nakashuk.

**Ms. Nakashuk** (interpretation): I will have further questions on this matter obviously, as it can be quite disconcerting when you are not living in a city, as the positions are moved elsewhere and as I mentioned previously, several offices are currently empty now in our community.

I will continue to lobby for this information as we have not received these reports, and losing any position within our communities is regrettable. This will formulate my last question then: some departments have had employees for many years using the (interpretation ends) CSA (interpretation) or casual staffing action which members have brought up from time to time.

I wonder if HR has any plans on collecting this type of information about casual positions being used, and how do you support other departments to change these positions to actual PYs (interpretation ends) instead of just CSAs. (interpretation) Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you

very much. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you. Yes, in this area, (interpretation ends) the Department of Finance (interpretation) looks to see the usage of casuals within the various departments including the type of work being handled by casuals as this is the type of information we require.

Further, whenever a department has kept a person in a casual position for over a year, then they have to report why this situation exists, and why the person in the casual position is still not moved to a permanent position. We request a report on a justification as to why this action is being taken.

There are numerous casuals hired and approximately 15 percent of the staff hires over the past two years were in this category. We continually query the other departments about these figures, and when my deputy minister meets with his colleagues, they are reminded that this currently high figure of casual hires has to be lowered.

As well, he tries to work with the other departments to try to limit the number of casual hires in the departments, and particularly with relation to the positions approved by this House, when the positions have only casual workers. We also send out directives to move the positions to indeterminate positions. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Ms. Nakashuk.

**Ms. Nakashuk** (interpretation): Thank you. I know I said the previous question was my last; however, what I was

constantly concerned about, was when a position was advertised for many months. Human resources handle the hiring, and the supervisor and another employee are on the interview team, and each department has an interviewing team.

This is the concern that is expressed on many occasions in the past when a position is being advertised past a certain amount of time, such as two months having passed since the advertisement. They start looking for staff to be part of the interview team and (interpretation ends) by the time they actually complete and interview a person, it could be six or seven months until a person is hired.

(interpretation) What kinds of improvements have been planned to lower or improve the timeline, as currently too large of a time interval exists when a position has not been filled, and the government has to re-advertise? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. Yes, this matter does require more deliberations on this time lag, and we continue to focus on paring it down. Currently, the number of days in the hiring process is starting to creep lower, nonetheless it is still a lengthy process, and I feel it is still too onerous.

In 2015-16 the number of days to hire a person was approximately 112 days in the hiring process, and for 2017-18 it has been whittled down to 103 days. This process is quite lengthy, that the member is referring to as it is true that it takes an

inordinate amount of time. We continue to brainstorm on ways to lower this timeline.

As I have mentioned throughout this evening, is that prior to a position being created, for example, prior to any advertisement in a newspaper, the staff members who are to be part of the interview team have to be in place prior to the advertisement. This will be part of the agreement now, in order to try to speed up the process. This one example I am using is just one of the many improvements we are trying to incorporate. Thank you, Mr. Chairman.

**Chairman:** Thank you. Next name on my list, Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. My colleague mentioned this issue, about (interpretation ends) casual staffing actions or CSAs. (interpretation) Sometimes we have seen this used, when nepotism creeps in and employees are trying to get relatives hired.

I imagine the minister has heard anecdotal stories about this type of event over the years, but this requires more deliberation on how to combat this usage of this process to hire relatives. We hear of employees who first hire their relatives as casuals, and then they are suddenly a permanent employee.

This happens on occasion where we see this type of shady hiring, but it has to be dealt with. Nepotism is not looking for the most qualified people. It is about placing barriers, as it is all political. Many people have completed their education, and keep applying for a government position upon their

graduation, but no, they can't get a job because they don't have connections or a relative who is as supervisor. It's just a comment.

(interpretation ends) When it comes to the HR issues across the government, they're there, they're in our face, but looking at your opening comments, there doesn't really seem to be an acknowledgement of the HR challenges. In here in your business plan on page 36 it says that one of your priorities is to "Improve internal staffing processes and procedures to increase efficiency and better serve the needs of clients." What are the specifics behind that priority item? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Through you, if I could ask my Associate Deputy Minister Power to respond. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Power.

**Ms. Power:** Thank you, Mr. Chairman. I thank the member for the question. We certainly realize that staffing in government does take a long time. We have developed processes that ensure a fair and transparent process, but sometimes we build barriers into that just by trying to protect the process.

I think one of the things the minister mentioned is the commitment of the staffing panel, not only internal to Finance but within the other panel members as well, a commitment upfront

that once a comp. closes, you're going to be in the office for the weeks following it so that the screening can be done, the interviewing can be done.

One of the things we're looking at is how we advertise our competitions. Currently, we generally accept equivalencies on almost every competition, but we don't say in a job ad what they are. So, we want more people to respond to our ads and, hopefully, hire more Inuit staff.

We're working on in finance; they're just ready to go through the approval process, standardized job descriptions for the finance clerk, senior clerk, finance officer, and senior finance officer so that we can have job ad screening and pools of candidates already approved, so that they can be hired from that, as opposed to 11 or 12 different departments doing the same competitions throughout the year. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) So, as these are implemented throughout the year, I would hope that these stats are being tracked. They obviously are with the *Public Service Annual Report* here, that you would see an improvement because if you don't see an improvement that would suggest to me that something needs to change, right? In the most recent *Public Service Annual Report* it shows that the retention reached a high of 93 percent in 2013-14, and it's come down to 85 percent. That's the most recent number that I have, anyways.

Things like that should be looked at. If

we're not seeing an improvement within the current framework, I think that we need to seriously consider alternative approaches, which may mean recreating the Department of Human Resources, or going to an independent commission, or something else. You can only bash your head against the wall for so long before you decide that you're going to try something different. That's not meant as an insult to anyone who works within HR or within Finance. This HR issue is killing us as a government. We need to find a way to deal with it. If we don't start to see an improvement in these stats, these key statistics, I think there would be a very strong case for making a change.

In terms of workplace performance, my colleague also touched on that, and in the *Public Service Annual Report* it says staff turnover, this is page 30 of 50, and it says; I'll just quote from it, "Turnover in this report is calculated using total separations (retirements, resignations, layoff, end-of-term contracts) and in rare cases, dismissals of indeterminate/term employees from the public service. How rare are dismissals of indeterminate/term employees?" (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Akeeagok.

**Hon David. Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) 32 last year. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) So, that number on its own is interesting. Is

there a trend with regard to dismissals from the public service? (interpretation) Thank you.

**Chairman:** Thank you. Minister Akeeagok.

**Hon David. Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) No, each year varies. I don't think there has been a trend. Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. I certainly am not trying to employees to resign, nonetheless, when capacity issues exist in a department and there is a lack of employees in the office, it can impact the dedicated and hard-working employees who are affected by a non-dedicated employee. It becomes a festering issue affecting the office environment. Further, we have to keep an eye on our employees to ensure this isn't happening.

(interpretation ends) On the other end of the spectrum, in terms of taking care of the employees who are facing harassment, it says on page 35 of the report, it says in 2016-17 a total of 37 written complaints were received but only four had a finding of harassment. In terms of this process that is mentioned here, which is an internal process, I understand this refers to the internal process; is the department satisfied that the employees who feel they are being harassed, that the internal process is protecting them sufficiently? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok:** Thank you, Mr. Chairman. Yes, it is the process that we have here and it's something that I will continue to encourage our public service to use this. As you mentioned, there were a number of complaints and only a fraction of them were founded, so that tells that if you do go through the process, that those are the things that allows employees to have... . I don't want to call it disagreement, but there is a process to allow for any corrective action that needs to be done.

Having a fact finding to any of the issues is, from my perspective, a right tool to use because that allows the staff and the supervisor, or staff and whoever is being deemed to be the harasser, to have it dealt with. If that doesn't get dealt with, then there are escalation processes that take place all the way up to the ethics officer. Each of those steps allow for staff to have some discussion and work it out.

In each of these cases there are some recommendations that do come up, and in some of these cases, some of the supervisors or whoever is harassing was not aware that it was impacting the staff and that helps and corrects it.

One of the member's comments, and I applaud it, is we need to deal with it early, in the early stages, and that's a good opportunity to have our staff go through this process of fact finding, or reporting and reporting to the supervisor. If you can't there are different mechanisms that staff have been allowed to do and there are different ways of addressing this issue. (interpretation)

Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends)  
Thank you, minister. In terms of the process, say there is a complaint about a supervisor. The complaint is about this supervisor. The appropriate paperwork goes in, and when it comes to looking into doing an investigation, is that supervisor included in the process, because that would, in my mind, lend itself to reprisal and maybe not a proper investigation of the actual allegation? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) In most cases, yes, that supervisor is involved and if there is fear of reprisal, there is another step and this leads to investigations. We do have, within the Department of Finance, the Employee Relations Division, and they do a lot of this work, and they help and guide our staff and our departments in which way to go which would be the right steps.

If there is evidence that the supervisor will have an immediate reprisal, then there are steps to protecting the staff that is launching the complaint. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) I

would just like to flag that as an issue, that there is a lot of fear of reprisal and I think there would be more complaints if people weren't so scared of being fired. I'm sure you're very familiar with these issues.

It also says here on page 35 the GN also hires external independent mediators when required. How many times has this happened in the last fiscal [year]? (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) For the public service, I do want to encourage that the process for fact-finding and that and fear of reprisal, I think it has been said in this House over and over again that there are protections in place. It takes two to figure out and that's why we include whoever is getting accused because you need that fairness in the work and for each of our staff to work together.

For the mediators, I don't have the specifics in terms of numbers of how many we have hired to date, but if the minister wants, we can go back and collect that data and provide that at a later date. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) I'll leave it up to the minister if he thinks that information is valuable or not. I think it would be interesting.



My final question is about the ethics officer. In 2016-17 the ethics officer received nine requests for advice. In 2015-16 he received 51. There's a big drop in the request for advice. Is there anything to your knowledge that explains that drop? (interpretation) Thank you, Mr. Chairman. That's it for me.

**Chairman** (interpretation): Thank you very much. That was asked already, but if you would like to respond again, Minister Akeegok.

**Hon. David Akeegok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) That 51 are for the very first year and the hype and the need for it was there. Those 51 were vetted carefully and he reviewed each one of those. I applaud the ethics officer. The following year, it decreased. I still encourage employees to at least contact our ethics officer and find out whether it warrants review.

One of the things that the ethics officer has allowed is for a conversation with the staff to deem whether it warrants a review or whether to deal with the staff. I think relationship should be there. The ethics officer is at arm's length that reviews this. If there is staff that want to go through that process, I encourage that. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. Although I said I was done, (interpretation ends) just a comment on page 35 of your business plan, the second bullet there where it says, "Implement a pilot program

delegating responsibility for staffing to select departments." Under the status I found it really interesting what the status says. It sounds to me like individual departments want to do their own HR work and I'll read from here. "However, the incremental fiscal and human resources that would be required to implement delegated staffing at a broad departmental level must be balanced with the fiscal realities of the GN."

It seems to suggest to me that depending on how you look at it, either this is a good idea or it's not a good idea. If you're looking at it in terms of dollars and cents, it's not a good idea to have each department doing their own hiring and firing, and maybe efficiency and maybe you would have an HR professional who would make the opposite argument that it would actually be better if each department had their own.

I just wanted to highlight that and it's just a comment and I'm done. Thank you, Mr. Chairman.

**Chairman:** Thank you. I take that as a comment. Finance. Human Resources. Total Operations and Maintenance, to be Voted. \$20,531,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. We are now on page C-8. Finance. Centrally Administered Funds. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. I'm pretty sure I only have one question here. It's just regarding the Nunavut child benefit. I know in 2016, when it was linked with the Canada Child Benefit, it was exempted from Income

Support. One thing I haven't been able to find in my research is when was the last time that amount was amended, the cost of living factors? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon David. Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) As far as I recall, I don't think there has been an adjustment. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Mr. Hickes.

**Mr. Hickes:** Thank you, Mr. Chairman. As this benefit is only available to the criteria of families earning just under \$21,000 a year and it is an exempted income. I would encourage the government to make a review. As we all know, the cost of living in Nunavut keeps increasing and increasing. If there is some way we can put some extra money in the pockets in some of our most vulnerable members of our population, I think it would be worth the time and effort to take a look at. Thank you, Mr. Chairman. That was just a comment.

**Chairman:** Thank you. That was just a comment. Mr. Lightstone.

**Mr. Lightstone:** Thank you, Mr. Chairman. My question is going to be regarding the Nunavut Energy Subsidies Program. In the Minister's Statement earlier the week, during this session, the minister indicated that the department is going to review the program.

Would the minister be able to provide a

little bit more information on what's going to be the objective of the review? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon David. Akeeagok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) I don't have the terms of references, or exactly how this is going to be reviewed. The one that my minister colleague mentioned that both the Qulliq Energy Corporation and the Department of Finance are going to review, in terms of the territorial rate and how our subsidy work, and to try to look at it and see how we can try and find an acceptable level of subsidy and look at the corporation on how they do their rates. That's the extent of the details that I currently have. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. The next name on my list, Ms. Kamingoak.

**Ms. Kamingoak:** Thank you, Mr. Chairman. Welcome minister and your officials. I just have one question. The draft 2018-21 business plan of the Department of Family Services indicates that 23 students participated in the department's Summer Employment for Nunavut Students Program during the year 2017. This program provides a wage subsidy to hamlets, and provides private sector employers. To what extent does the Department of Finance and the Department of Family Services coordinate the administration of the two Summer Student Employment Programs? Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister Akeeagok.

**Hon David. Akeegok** (interpretation): Thank you, Mr. Chairman. (interpretation ends) This year we have asked to share information, in terms of other summer student programs and share with students on the areas for summer students. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Towtongie.

**Ms. Towtongie** (interpretation): Thank you, Mr. Chairman. I just have one question. The Nunavut government's budget for employee benefits is projected to increase from \$23,543,000 in the year 2017-18. In 2018-19 it will be \$26 million. That is an increase of \$13.5 million. What accounts for this increase? Thank you, Mr. Chairman. That's my final question.

**Chairman:** Thank you. Minister Akeegok.

**Hon. David Akeegok** (interpretation): Thank you. (interpretation ends) I hope I got the question right, and it's regarding the medical travel for the GN. The only increase for the central administered funds, as I noted in my opening comments, is that there is a \$3.128 million to pay for GN employee medical travel. That is an increase because it's driven by more numbers of employees, followed with more requirements for them to go on medical travel. Thank you, Mr. Chairman.

**Chairman:** Thank you. The next name on my list is Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. The minister indicated that the insurance coverage for the GN has increased. How many years is your

agreement with the insurance company. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Akeegok.

**Hon. David Akeegok** (interpretation): Thank you, Mr. Chairman. It's an annual renewal. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. I have no further questions. Thank you.

**Chairman:** Thank you. The next name on my list; Mr. Netser.

**Mr. Netser** (interpretation): Thank you, Mr. Chairman. (Interpretation ends) On page 37, (interpretation) of the business plan, under Energy Subsidies it says (interpretation ends) "Energy Subsidies provide equitable power rates throughout Nunavut to residential customers to encourage private home ownership and to small commercial enterprises to support the development of local business."

(interpretation) Could you give us a brief overview of how this program is operated? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Minister Akeegok.

**Hon. David Akeegok** (interpretation): Thank you, Mr. Chairman. I would like to thank the member for that question.

The energy subsidies are provided to private homeowners. The Qulliq Energy Corporation sets a rate and after they

make an announcement, the communities outside of Iqaluit would have blanket coverage, or they would pay the same rate throughout. It's 500 to 700 kilowatt-hours in the spring and summer, and 1,000 kilowatt-hours in the fall and winter.

This rate is set by the Qulliq Energy Corporation, and usually this subsidy is provided by the government. Thank you, Mr. Chairman.

**Chairman:** Thank you. Finance. Centrally Administered Funds. I have no more names. Total Operations and Maintenance, to be Voted. \$57,965,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Go to page C-3. Department Summary. Finance. Total Operations and Maintenance, to be Voted. \$100,258,000. Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Do members agree that we have concluded the Department of Finance? Agreed?

**Some Members:** Agreed.

**Chairman:** Thank you. Minister, closing comments. Minister Akeeagok.

**Hon. David Akeeagok** (interpretation): Thank you. I would like to thank the members for asking us excellent questions. I would also like to take the time to thank my employees here in the House with us and also all the GN staff. They are dedicated so that this government can function. I thank them for doing all the preparatory work. I

thank you, Mr. Chairman, for running the meeting very smoothly. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you very much. Sergeant-at-Arms, please escort the minister's officials out.

Thank you very much. (interpretation ends) We will now proceed to the Department of Economic Development and Transportation. (interpretation) Minister Savikataaq, you can now proceed with your opening comments.

**Bill 04 – Appropriation (Operations & Maintenance) Act, 2018-2019 – Economic Development and Transportation – Consideration in Committee**

**Hon. Joe Savikataaq:** Thank you, Mr. Chairman. It is my pleasure to appear before the Standing Committee on Government Estimates and Operations to present the 2018-19 operations and maintenance budget for the Department of Economic Development and Transportation.

The operations and maintenance budget represents the department's annual operational and programming requirements to meet its mandate and includes the provisions of grants and contributions to qualifying northern entities and individuals.

I am pleased to present ED&T's proposed 2018-19 budget of \$68,582,000. This is an increase of \$15,087,000 over the budget for 2017-18. This 21 percent increase over the prior year is essential to improve Nunavut's transportation system and support the development of Nunavut's

economy.

The overall budget increase is comprised of two key changes. They are an increase of \$16,455,000 in the transportation portion of the budget for payments for the Iqaluit International Airport, increased driver examination capacity, access roads, harbour improvements, and number two, an increase of \$1,249,000 for the economic development portion of the budget. This includes funding for the Tourism Training Fund, a new position with the Tourism and Cultural Industries Division, and a new community engagement support program.

Mr. Speaker, these two increases are partially offset by a decrease of \$2,617,000 in the corporate management portion of the budget due to a reduction in the Community Transportation Initiatives Program of \$2.5 million and to an adjustment in corporate budgeting of \$117,000. The reduction in the Community Transportation Initiatives Program follows last year's one-time increase in funding.

Mr. Speaker, now I'll go into the changes in more detail.

I'll start with the new Community Engagement Support Program. We propose an allocation of \$675,000 for the program for this fiscal year. Under this proposed program, exploration and junior mining companies will be eligible to apply for funding to cover community engagement activities during the planning and operational phases of mineral exploration. This can lead to increased investment in Nunavut's mineral exploration industry, increased mineral exploration projects approval, increased direct benefits to communities

as a result of mineral exploration, and a territory that's more attractive for mining.

The department is also changing the way it funds broadband development. In the past ED&T has provided core funding for the Nunavut Broadband Development Corporation. Now it proposes an allocation of \$300,000 to the Nunavut Broadband Development Program. The program supports research, advocacy, and innovation for Nunavut's information and communication technology infrastructure. Organizations can apply for funding in an effort to improve broadband in Nunavut.

As you may have heard, starting in July, the RCMP will not be administering driver's exams. I thank the RCMP for its hard work and commitments. However, the responsibility now falls onto my department. To provide the service, the department will have a one-time increase to address the examination backlog due to the RCMP's decision.

Tourism is an economic sector that my department wants to improve. To do this, we are proposing an allocation of \$1,328,000 to the Community Tourism and Cultural Industries Program. This program is designed to encourage diverse and sustainable economic growth through the responsible development of the tourist sector and cultural industries. It reinforces sustainable economic development for communities that showcase Nunavut's natural wonders, arts, wildlife, and people. The program strengthens community infrastructure and readiness for the tourism industry and enhances economic development in the full range of creative sectors.

Mr. Chairman, Nunavut must invest more strategically and intensively to address changing visitors' and buyers' preferences.

Mr. Speaker, the main estimates and business plan of the Department of Economic Development and Transportation for 2018-19 reflects the department's mandate to develop Nunavut's economy and maintain and improve the territory's transportation system. This budget will allow the department to fulfill its commitments under *Turaaqtavut*.

I would be happy to respond to any of the committee members' questions on the department's main estimates and business plan. Thank you, Mr. Chairman.

**Chairman:** Thank you. Minister, for the record, this is the Committee of the Whole, not the Standing Committee of Government Estimates and Operations. Also, minister, for the record, I believe you meant \$86,582,000 and not \$68,582,000. Thank you.

Does the chair of the standing committee have opening comments? Please proceed, Mr. Main.

**Mr. Main** (interpretation): Thank you, Mr. Chairman. (interpretation ends) I am pleased to provide opening comments on behalf of the Standing Committee on Community and Economic Development on its review of the proposed 2018-19 main estimates and 2018-2021 business plan of the Department of Economic Development and Transportation.

The department's proposed 2018-19 operations and maintenance budget of

\$86,582,000 represents a 21.1 percent increase from its 2017-18 main estimates. The number of positions in the department has increased from 142 PYs (person years) to 143 person years, which represents a 0.7 percent increase from its 2017-18 main estimates.

During the minister's recent appearance before the standing committee, members took the opportunity to raise a number of issues and concerns.

The Department of Economic Development and Transportation's proposed 2018-19 main estimates include a total of \$23,941,000 in grants and contributions expenditures. This amount constitutes a significant proportion of the department's total operations and maintenance budget.

Although the Department of Finance's annual government-wide report on grants and contributions expenditures identifies the programs and amounts under which funding has been provided, the actual purpose of the funding is often not specified, much less the actual results and outcomes of the spending in such areas as job creation and infrastructure development.

A number of policies administered by the department, including the *Strategic Investments Program Policy*, the *Community Transportation Initiatives Program Policy*, and the *Country Food Distribution Program Policy*, contain specific annual reporting provisions regarding expenditures undertaken under these programs. However, these reporting requirements are not currently being met in all cases. The standing committee strongly supports greater transparency in this area and notes that

the department's proposed 2018-2021 business plan indicates that one of its priorities for the 2018-19 fiscal year is to "Update the policies associated with the Strategic Investments Program to streamline disbursements under this program."

The Department of Economic Development and Transportation administers approximately a dozen formal policies. The standing committee notes that progress has been made by the department in recent years to renew a number of its policies. However, both the policy and program partnerships and the Small Business Support Program Policy have expired. The standing committee notes that information published by the department indicates that the Small Business Support Program is under review.

The standing committee also notes that the department's Development Partnership Agreement Policy expired in March of 2016. Under the former policy, the government could enter into development partnership agreements with mining companies. The government has since changed its approach and the standing committee notes that the department's proposed 2018-2021 business plan indicates that one of its priorities for the 2018-19 fiscal year is to "Build on the signing of a memorandum of understanding with Agnico Eagle Mines and pursue similar MOUs with other active mining companies." The standing committee encourages the minister to formally table copies of such MOUs in the Legislative Assembly.

The standing committee also notes that the department's proposed 2018-2021 business plan indicates that one of its

priorities for the 2018-19 fiscal year is to "Oversee policies and funding programs related to mine training to respond to industry and other partners' requests to streamline available funds and examine the option of a Nunavut-wide mine training organization." The standing committee looks forward to monitoring progress in this area.

The first Nunavut Economic Development Strategy was released in June 2003 and reached the end of its ten-year lifespan in the spring of 2013, half a decade ago. The department's proposed 2018-19 business plan indicates that one of its priorities for the 2018-19 fiscal year is to "Update the Nunavut Economic Development Strategy based on prior community consultations and the *Turaaqtavut* mandate." The business plan also indicates that community economic development plans are reviewed annually. The department is working with partners to develop a strategy that aligns with the *Turaaqtavut* mandate. The strategy will be completed in spring 2018, at which point community economic development plans will be reviewed. The standing committee looks forward to monitoring progress in this area.

The department's Community Transportation Initiatives Program provides funding for access roads, community marine infrastructure, and small craft harbour capital contributions. The department's proposed 2018-2021 business plan indicates that one of its priorities for the 2018-19 fiscal year is to "Examine the Community Transportation Initiatives Program and identify ways the program may better serve communities." The standing committee looks forward to monitoring

progress in this area.

The department's proposed 2018-19 main estimates include \$300,000 in contribution funding for the Nunavut Broadband Development Program, the stated purpose of which is to "Support research, advocacy, and innovation in Nunavut's information and communications technology infrastructure." One of the priorities of the Department of Community and Government Services has been to "Work on developing a broadband and telecommunications strategy, including funding agreements, collaboration models, and strategic partnerships to continue to evolve and update territorial connectivity." It is important that the two departments coordinate their work in this area.

The proposed 2018-19 main estimates of the Department of Economic Development and Transportation include \$3,358,000 in core funding for the Nunavut Development Corporation and \$700,000 in core funding for the Nunavut Business Credit Corporation. The standing committee looks forward to the minister's 2018-19 letters of expectation to these entities being tabled in the House in a timely manner.

Televised standing committee hearings on the annual reports and business plans of both the Nunavut Business Credit Corporation and the Nunavut Development Corporation were held during the previous Legislative Assembly. The standing committee looks forward to seeing progress on the part of the government regarding such matters as amending section 37 of the *Nunavut Business Credit Corporation Act* to increase its loan limit threshold in

addition to amending the legislation to provide for greater public disclosure of its lending activities.

Significant amendments to the *Travel and Tourism Act* were passed by the Legislative Assembly in 2016. The statute has been renamed the *Tourism Act*. The department's proposed 2018-2021 business plan indicates that *Marine Tourism Regulations* have been prepared and the department is implementing the Marine Tourism Management Plan. The new *Marine Tourism Regulations* were published in part 2 of the May 2018 edition of the *Nunavut Gazette*. The standing committee looks forward to monitoring progress in this area.

On December 8, 2017 the Department of Economic Development and Transportation announced that the RCMP will no longer administer practical and written tests for the class 7 and 5 licences starting January 1, 2018 in the Qikiqtani and Kivalliq regions and July 1, 2018 in the Kitikmeot region. The department's proposed 2018-2021 business plan indicates that three of its priorities for the 2018-19 fiscal year are to "Develop and implement programs to make class 7 and class 5 driver's licence examinations available in all Nunavut communities," "Conduct a pilot project in Arviat and other interested communities to train local licence examiners and improve local service delivery," and "Examine alternative service delivery options for driver's licences and general identification cards across Nunavut." The standing committee looks forward to monitoring progress in this area.

Mr. Chairman, that concludes my opening comments on the proposed



2018-19 main estimates and 2018-2021 business plan of the Department of Economic Development and Transportation. (interpretation) Thank you, Mr. Chairman.

**Chairman:** Thank you. What is the wish of the committee? Mr. Rumbolt.

**Mr. Rumbolt:** Thank you, Mr. Chairman. I have been in the office going on 13 hours now and I'm getting tired, so I would like to make a motion to report progress, please. Thank you.

>> *Laughter*

>> *Applause*

**Chairman:** We have a motion on the floor to report progress and the motion is not debatable. All those in favour of the motion. All those opposed. The motion is carried. I will now report progress.

**Speaker** (interpretation): Going back to the orders of the day. Report of the Committee of the Whole. Mr. Mikkungwak.

#### **Item 20: Report of the Committee of the Whole**

**Mr. Mikkungwak:** Mr. Speaker, your committee has been considering Bill 4 and the main estimates and would like to report progress. Also, Mr. Speaker, I move that the Report of the Committee of the Whole be agreed to. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. There is a motion on the floor. Is there a seconder? Thank you, Mr. Keyootak. The motion is in order. All those in favour of the motion, please raise your

hand. Thank you. The motion is carried.

Going to the orders of the day. Third Reading of Bills. *Orders of the Day*. (interpretation ends) Mr. Clerk.

#### **Item 22: Orders of the Day**

**Clerk** (Mr. Quirke): Thank you, Mr. Speaker. Just a reminder that there's a meeting of the Regular Caucus tomorrow at nine o'clock in the Nanuq Boardroom.

*Orders of the Day* for June 12:

1. Prayer
2. Ministers' Statements
3. Members' Statements
4. Returns to Oral Questions
5. Recognition of Visitors in the Gallery
6. Oral Questions
7. Written Questions
8. Returns to Written Questions
9. Replies to Opening Address
10. Petitions
11. Responses to Petitions
12. Reports of Standing and Special Committees on Bills and Other Matters
13. Tabling of Documents
14. Notices of Motions
15. Notices of Motions for First Reading of Bills
16. Motions

17. First Reading of Bills
18. Second Reading of Bills
19. Consideration in Committee of  
the Whole of Bills and Other  
Matters
  - Bill 3
  - Bill 4
  - Bill 5
  - Bill 6
  - Bill 7
20. Report of the Committee of the  
Whole
21. Third Reading of Bills
22. Orders of the Day

Thank you.

>>*Applause*

**Speaker** (interpretation): Thank you. In accordance with the authority provided to me by Motion 4 – 5(2), this House stands adjourned until Tuesday, June 12, at ten o'clock in the morning.

Sergeant-at-Arms.

>>*House adjourned at 20:55*

