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Speaker: The Honourable George Qulaut, M.L.A.

Legislative Assembly of Nunavut

Speaker

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(Amittuq)

Tony Akoak
(Gjoa Haven)
Deputy Chair, Committee of the Whole

Hon. George Kuksuk
(Arviat North-Whale Cove)
*Minister of Culture and Heritage;
Minister of Languages; Minister of Family Services; Minister responsible for Homelessness*

Hon. Paul Quassa
(Aggu)
Government House Leader; Minister of Education; Minister responsible for Nunavut Arctic College

Pat Angnakak
(Iqaluit-Niaqunngu)

Steve Mapsalak
(Aivilik)

Allan Rumbolt
(Hudson Bay)

Hon. Monica Ell-Kanayuk
(Iqaluit-Manirajak)
Deputy Premier; Minister of Economic Development and Transportation; Minister of Energy; Minister of Health; Minister responsible for the Status of Women; Minister responsible for Suicide Prevention

Hon. Johnny Mike
(Pangnirtung)
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Deputy Speaker and Chair of the Committee of the Whole

Simeon Mikkungwak
(Baker Lake)
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(Arviat South)
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Minister responsible for the Nunavut Housing Corporation; Minister responsible for the Qulliq Energy Corporation

Paul Okalik
(Iqaluit-Sinaa)

Isaac Shooyook
(Quttiktuq)

David Joanasic
(South Baffin)

Hon. Keith Peterson
(Cambridge Bay)
Minister of Finance, Chair of the Financial Management Board; Minister of Justice; Minister responsible for Labour; Minister responsible for the Workers' Safety and Compensation Commission

Hon. Peter Taptuna
(Kugluktuk)
Premier; Minister of Executive and Intergovernmental Affairs; Minister responsible for Aboriginal Affairs; Minister responsible for Immigration

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Iqaluit, Nunavut
Thursday, June 2, 2016

Members Present:

Mr. Tony Akoak, Ms. Pat Angnakak, Hon. Monica Ell-Kanayuk, Mr. Joe Enook, Hon. George Hickes, Mr. David Joanasié, Mr. Pauloosie Keyootak, Hon. George Kuksuk, Mr. Steve Mapsalak, Hon. Johnny Mike, Mr. Simeon Mikkungwak, Mr. Paul Okalik, Hon. Keith Peterson, Mr. Emiliano Qirngnuq, Hon. Paul Quassa, Hon. George Qulaut, Mr. Allan Rumbolt, Mr. Alexander Sammurtok, Mr. Tom Sammurtok, Hon. Joe Savikataaq, Mr. Isaac Shooyook, Hon. Peter Taptuna.

>> *House commenced at 13:31*

Item 1: Opening Prayer

Speaker (Hon. George Qulaut) (interpretation): Can you say the opening prayer, please, Mr. Quassa.

>> *Prayer*

Speaker (interpretation): Good afternoon, my fellow Nunavummiut, members, ministers, and (interpretation ends) Premier. (interpretation) Welcome to the House.

Item 2. Ministers' Statements. Member for Community and Government Services, Mr. Joe Savikataaq.

Item 2: Ministers' Statements**Minister's Statement 113 – 4(3):
Rocket Launch Debris**

Hon. Joe Savikataaq: Thank you, Mr. Speaker. I rise today to advise the residents of Nunavut that the Russian government is planning to launch a

rocket on June 4 or June 5 as an alternate date, which will result in debris falling in the ocean between Ellesmere Island and Greenland.

It is expected that the debris will fall outside of Canada's territorial waters into northern Baffin Bay. As a precaution, the Government of Canada Operations Centre is working with NAV CANADA and the Canadian Coast Guard for marine communications and traffic services during this event.

My immediate concern was if there may be a harmful effect on a community, the environment, or animals near the impact area. I have been told that the overall risk associated with this event is very low.

The Russian rocket in question is fuelled by hydrazine, which is a toxic substance. It is expected that there will be very little to no fuel left in the debris when it re-enters the Earth's atmosphere. Whatever amount of fuel is left in the debris is expected to burn during re-entry.

There is a very low probability that the debris will fall on land since there is a high level of control on determining the impact zone. It is expected that the debris will fall at sea. There will likely be no recovery efforts as debris will sink to the bottom of the ocean.

By any chance, if debris should fall on land, there will be a coordinated effort to notify the public of any potential danger and to recover the debris.

The Protection Services Division of Community and Government Services is monitoring this situation and will provide more information if necessary. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Ministers' Statements. Minister of Education, Mr. Quassa.

**Minister's Statement 114 – 4(3):
Public Consultations on the
Education Act Amendments**

Hon. Paul Quassa (interpretation): Thank you, Mr. Speaker. (interpretation ends) The Department of Education has been tasked with bringing forward legislative amendments to the *Education Act* within the mandate of this government. We have now begun consultations with our education stakeholders on the proposed amendments.

Mr. Speaker, the proposed amendments to the Act are a result of continual analysis of the implementation and administrative challenges that came with the 2008 legislation as well as the recommendations of the Special Committee to Review the *Education Act* tabled in 2015 and the 2013 report of the Auditor General of Canada on education in Nunavut.

Community and partner engagement is of great importance to the department and to our education partners. We are listening and we want to hear your opinions and questions. Therefore, we have extended our consultation period by several months. Beginning immediately, my department is organizing DEA and public meetings during the month of June as well as meetings with individual stakeholders.

In August 2016, we will hold additional community meetings as well as follow-up DEA and stakeholder consultations. My officials will be consulting closely

with NTI over the course of the three-month consultation period.

Mr. Speaker, information has been added to the department website explaining what the proposed amendments are, why they are necessary, and what it means for the future of the *Education Act*. We encourage questions, feedback, and discussion on this important piece of legislation.

The goal of these public consultations and the amendments to the *Education Act* is to establish a collective vision for education and student development in Nunavut. I look forward to tabling amendments for the review of the members of this place in the winter 2017 session. (interpretation) Thank you, Mr. Speaker.

>>Applause

Speaker (interpretation): Thank you. Ministers' Statements. Minister of Culture and Heritage, Mr. Kuksuk.

**Minister's Statement 115 – 4(3): Loan
of Nunavut Art to Winnipeg Art
Gallery**

Hon. George Kuksuk (interpretation): Thank you very much, Mr. Speaker. Good day, my fellow Nunavummiut as well as residents of Arviat and Whale Cove. Good day and good afternoon.

(interpretation ends) Mr. Speaker, under the spirit of the Manitoba-Nunavut Memorandum of Understanding for Cooperation and Development, signed January 29 of 2016, the Department of Culture and Heritage transferred approximately 7,000 precious works of

art to the Winnipeg Art Gallery under a loan agreement.

The Winnipeg Art Gallery maintains Canada's largest collection of Inuit art and it has an international reputation for curatorial work and documentation. Nunavut's loan is intended to benefit the museum's future Inuit Art and Learning Centre.

Mr. Speaker, the loan demonstrates the government's commitment to working in partnership with our provincial colleagues through strategic investments in culture and heritage. The department looks forward to our association with Manitoba on this initiative, which we believe shall have long-term positive outcomes for Nunavummiut, residents of Manitoba, and all Canadians. Thank you, Mr. Speaker.

>> *Applause*

Speaker (interpretation): Thank you. Ministers' Statements. Minister of Environment, Mr. Mike.

**Minister's Statement 116 – 4(3):
Department of Environment Risk
Planning Tool**

Hon. Johnny Mike (interpretation): Thank you, Mr. Speaker. Good day, Nunavummiut and visitors in the gallery. Welcome, as well as my fellow residents of Pangnirtung.

Mr. Speaker, I am very pleased to inform members of the recently completed online risk assessment tool that my department has created. The risk tool has been named Tukisigiaqta, (interpretation ends) which translates to "Let's Understand It."

(interpretation) Due to the increasing impacts brought on by climate change, the Department of Environment wanted to help Nunavummiut prepare for these changes. Tukisigiaqta is an interactive tool that incorporates traditional knowledge with today's technology to prepare Nunavummiut for travelling on the land. It teaches users to always be prepared and what to expect and look out for when planning their travels. It also includes a section that prepares users for impacts that will affect their home due to permafrost thaw.

Mr. Speaker, this is one of many resources the Department of Environment has developed to prepare Nunavummiut for climate change. Tukisigiaqta went live in March 2016 and has had positive feedback from all users so far. It was also used in collaboration with CGS for Emergency Preparedness Week that ran from May 1 to 7.

The Department of Environment used this opportunity to increase awareness of the importance of being prepared for sudden weather changes and increased duration of storms. My staff carried out a number of community-based activities to promote this tool in collaboration with CGS and to raise awareness of the importance of being prepared when going on the land in these changing times. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. (interpretation ends) Ministers' Statements. The Hon. Premier of Nunavut, Mr. Taptuna.

**Minister's Statement 117 – 4(3):
Northern Premiers' Forum and
Western Premiers' Conference**

Hon. Peter Taptuna: Thank you, Mr. Speaker. Good afternoon, colleagues, Nunavummiut, and Kuglukturmiut.

Mr. Speaker, I rise today to update my colleagues on recent meetings I had with premiers from across the territories and western Canada over the past few weeks.

Mr. Speaker, the 2016 Northern Premiers' Forum was hosted by Yukon Premier Darrell Pasloski in Old Crow from April 28 to 29 of this year.

The Northern Premiers' Forum is an annual event that presents an opportunity to discuss common issues and priorities between the three territories.

This year, topics focused on health, housing, a pan-northern approach to science, federal funding, tourism marketing, Canada's Arctic agenda, climate change, Nutrition North, transportation infrastructure, and northern search and rescue.

Mr. Speaker, on May 5 and 6, I had the pleasure of meeting in Vancouver for the Western Premiers' Conference, hosted by British Columbia Premier Christy Clark. These meetings include British Columbia, Alberta, Saskatchewan, Manitoba, Yukon, Northwest Territories, and Nunavut. Every year, this event provides the venue to discuss priorities for our jurisdictions.

Discussions for the 2016 meeting focused on the conditions required for continued economic growth in the west, including energy and resource

development, economic innovation and diversifications, climate action, aboriginal engagement and economic growth, and internal and international trade agreements.

Mr. Speaker, as always, these were very productive and worthwhile meetings. The opportunity to discuss shared priorities and garner new insight from peers is always helpful and welcome. I look forward to the 2017 Northern Premiers' Forum in the Northwest Territories and the 2017 Western Premiers' Conference in the Yukon. Thank you, Mr. Speaker.

>> *Applause*

Speaker (interpretation): Thank you. (interpretation ends) Ministers' Statements. The Hon. Minister responsible for the Status of Women, Ms. Ell-Kanayuk.

**Minister's Statement 118 – 4(3):
Inquiry on Missing and Murdered
Indigenous Women and Girls**

Hon. Monica Ell-Kanayuk: Thank you, Mr. Speaker. As the Minister responsible for the Status of Women, I have been honoured to participate in the steps towards a national inquiry on missing and murdered indigenous women and girls in Canada. Our government supports this inquiry, as it focuses on the issue of violence against women and the underlying factors that make women more vulnerable and at higher risk of experiencing violence.

Mr. Speaker, I attended the second National Roundtable on Missing and Murdered Indigenous Women and Girls on February 24 to 26 in Winnipeg,

Manitoba. There were representatives from the departments of Family Services, Justice, Executive and Intergovernmental Affairs, as well as the Qullit Status of Women Council and family members.

The goals of the second National Roundtable on Missing and Murdered Indigenous Women were to reiterate the importance of a national inquiry and to continue to collectively identify solutions and collaborative means of moving forward on this issue, even while the inquiry is ongoing.

The federal government, with the assistance of the Government of Nunavut, hosted a pre-inquiry session in Iqaluit on January 28 to 29 for families and loved ones of missing and murdered Inuit women from across Nunavut. Some of the families who were not able to attend the pre-inquiry in Iqaluit attended similar meetings in Yellowknife and Ottawa.

Mr. Speaker, I would like to take this opportunity to thank the Nunavut families attending these sessions and to recognize them for their courage and strength in participating.

Mr. Speaker, the Government of Nunavut is committed to working towards ending violence against women and girls in Nunavut by focusing on issues of violence, especially family violence in the home. We continue to work together with our federal, provincial, and territorial counterparts, our national indigenous organizations, and the non-government sector to highlight and bring awareness to violence against women and to seek solutions to create safer homes, families,

and communities for everyone. Thank you, Mr. Speaker.

>> *Applause*

Speaker (interpretation): Thank you. Ministers' Statements. Minister responsible for Arctic College, Mr. Quassa.

Minister's Statement 119 – 4(3): Student Enrolment

Hon. Paul Quassa (interpretation): Thank you, Mr. Speaker. (interpretation ends) I am pleased to announce our past and present student enrolment statistics. The college's full-time enrolment equivalent for the past six academic years is 1,277 students.

Mr. Speaker, the present full-time enrolment equivalent for the 2015-16 academic year as of May 2016 is 1,255.30 students.

>> *Applause*

Enrolment is as follows:

- Kitikmeot Campus and Kitikmeot community learning centres have 192.80 full-time students;
- Nunatta Campus, including Qikiqtani community learning centres, has 762.60 full-time students;
- Kivalliq Campus and Kivalliq community learning centres have 154.80 full-time students;
- Trades school has 145.10 full-time students; and
- Piqqusilirivvik has 25 students.

Mr. Speaker, the college continues to look at ways to increase student enrolment and explore what program

offerings are most needed and suitable for our 25 community learning centres, three campuses, one trades training centre, and of course, Piqqusilirivvik. (interpretation) Thank you, Mr. Speaker.

>> *Applause*

Speaker (interpretation): Thank you. Ministers' Statements are done. Moving on. Item 3. Members' Statements. Member for Iqaluit-Niaqunnguu, Ms. Angnakak.

Item 3: Members' Statements

Member's Statement 251 – 4(3): Nunavut's Snowboarder on Top of the World

Ms. Angnakak: Thank you, Mr. Speaker. Good afternoon to everybody.

Mr. Speaker, I rise today to recognize a young man who resides in Grise Fiord and who happens to be my nephew.

Mr. Speaker, Etuangat Akeeagok is a snowboarder and he surfs the mountain peaks close to the top of the world. He is an inspiration and a great role model for Nunavummiut. He has proven that when you have a passion that is strong and true, you can achieve and live your dream with hard work and dedication.

Mr. Speaker, Etuangat got a job in order to save money to attend a snowboarding training camp in Whistler, BC. He spent a couple of months there snowboarding with people from different parts of the world, learning and perfecting his skills.

Mr. Speaker, Etuangat has made some very exciting videos of snowboarding down the steep mountains of Grise

Fiord. If you watch them, you will not only be amazed by his talent, but also his use of the latest technology to film his moves, using drones and a Go Pro 4 strapped to his helmet.

Etuangat has had almost 10,000 views already of his videos posted online. I would encourage you to take the opportunity to watch his videos yourself and you won't be disappointed.

Mr. Speaker, I would like to congratulate Etuangat for being that fine young man who followed his dream and for being such a great role model for all of us in Nunavut. Thank you, Mr. Speaker.

>> *Applause*

Speaker (interpretation): Thank you. Members' Statements. Member for Netsilik, Mr. Qirngnuq.

Member's Statement 252 – 4(3): Announcing the Birth of Great- grandson

Mr. Qirngnuq (interpretation): Thank you, Mr. Speaker. I rise today to share a joyous event with my colleagues in the House. Janet Nimiq Qirngnuq gave birth yesterday at 12:54 to a son, and Janet is my granddaughter. Today, I have become a great-grandfather in status and have become a little wiser, at least for one day only.

>> *Laughter*

We now have a young addition to our family due to the birth of a son to my granddaughter, Nimiq. I want to share in celebrating this joyous occasion with my colleagues. Thank you, Mr. Speaker.

>>Applause

Speaker (interpretation): Thank you. Members' Statements. Member for Baker Lake, Mr. Mikkungwak.

**Member's Statement 253 – 4(3):
Successful TASK Program in
Baker Lake**

Mr. Mikkungwak: Thank you, Mr. Speaker. I rise today to congratulate the Baker Lake high school students who took part in the recent Trades, Awareness, Skills and Knowledge (TASK) Program that was offered through a partnership between Agnico Eagle Mines and Nunavut Arctic College.

Mr. Speaker, this weeklong program gave students the opportunity for some hands-on experience in such post-secondary trades as plumbing, cooking, welding, hairdressing, mechanics, and electrical work.

Mr. Speaker, I am very thankful that Agnico Eagle Mines provided the classroom trainers for these activities. Close to 70 Baker Lake students who were selected by school staff based on their attendance and academic record got a taste of what the trades are all about. Local businesses like Arctic Fuel and the Hamlet of Baker Lake also contributed to making the TASK program a success.

Mr. Speaker, having a skilled workforce that can take advantage of opportunities for employment is important for the future of Nunavut.

I am pleased to note the proactive efforts of potential future employers like Agnico Eagle Mines and potential

training centres like Nunavut Arctic College who are reaching out to capture the interest of our high school students and engage them in considering post-secondary careers.

Congratulations to all on a job training exercise well done. Thank you, Mr. Speaker.

>>Applause

Speaker (interpretation): Thank you. Members' Statements. Member for Kugluktuk, Mr. Taptuna.

**Member's Statement 254 – 4(3):
Stanley Cup Visit to Kugluktuk**

Hon. Peter Taptuna: Thank you, Mr. Speaker. Most sides of our nation, which of course includes Nunavut and Nunavummiut, are focused on the professional National Hockey League playoffs of the Stanley Cup. The community of Kugluktuk is very fortunate and happy to welcome the Stanley Cup in the community in early spring.

Mr. Speaker, growing up, many of us would never have imagined watching NHL plays on our TVs and we never imagined we would one day see an Inuk play in the NHL.

Mr. Speaker, to have the Stanley Cup is quite the thrill to have to come our hometown. Lord Stanley's Mug is one of the hardest championship trophies to win in any professional sports in the world. It received warm welcome and excited fans both young and old and Kugluktuk turned out in large numbers to see, touch, and be photographed with the Cup.

Mr. Speaker, I want to take this opportunity to thank First Air, the National Hockey League Players Association, as well as the NHL alumni who escorted the Lord Stanley Cup to Kugluktuk and all those behind the scenes that are involved who helped to make this visit a success. Thank you, Mr. Speaker.

>> *Applause*

Speaker (interpretation): Thank you. Members' Statements. Member for Aggu, Mr. Quassa.

**Member's Statement 255 – 4(3):
Upcoming Fishing Derby in
Igloolik**

Hon. Paul Quassa (interpretation): Thank you, Mr. Speaker. To residents of my community of Igloolik and people of Amittuq and Aggu, have a great day, as well as my colleagues.

This past week and the week before, we heard about fishing derbies happening right across Nunavut. I am very pleased to announce today that the people in our community of Igloolik, not only residents of Aggu but also Amittuq, will participate in the fishing derby. It's going to start on June 3 to June 6, 2016. They will very likely start leaving this afternoon for the fishing lakes to the place we call "Canada" to participate in the fishing derby.

>> *Laughter*

They used to start the fishing derby on May 20, but the people realized that the weather wasn't cooperating at that time, so they decided to put the derby at a later date to enjoy the calmer weather.

I am very pleased that this was organized by the alcohol education committee. They make sure that people who do not have snowmobiles and other equipment participate. Again, I am very pleased that they are volunteering to bring everybody, whether they have snowmobiles or equipment or not.

I would like to note that when we first started the fishing derbies, this individual who has since passed, Jake Iqipiriat, started the fishing derbies with other individuals in our community.

It gives you a close family unit, there's full participation in the communities when fishing derbies take place, and it's physically and mentally rewarding when you participate in such events. I would like my colleagues to join me in my gratitude that those kinds of events do take place. Thank you, Mr. Speaker.

>> *Applause*

Speaker (interpretation): Thank you. Members' Statements. Member for South Baffin, Mr. Joanasie.

**Member's Statement 256 – 4(3):
Governor General's Visit to Cape
Dorset**

Mr. Joanasie (interpretation): Thank you, Mr. Speaker. Good afternoon, my colleagues and the listening audience.

Mr. Speaker, I rise today to inform the House about the very successful visit to Cape Dorset that was undertaken last month by the Governor General of Canada.

Mr. Speaker, as part of his tour of northern communities, Governor

General David Johnston and his wife, Sharon, took the time to meet with my constituents in Cape Dorset.

Their Excellencies were officially hosted by our own Commissioner, Nellie Kusugak, and I am honoured to have had the opportunity to welcome so many distinguished guests to Cape Dorset.

Mr. Speaker, the Governor General embraced our community and culture throughout his visit. In addition to viewing and learning about the ancient archaeological sites of our ancestors, the Governor General took in the majesty of our landscape at the floe edge.

Mr. Speaker, the community welcomed the Governor General with open arms and warm hospitality. The visit included a community feast, traditional dancing and performances, as well as time spent sharing in worship at one of our churches.

Mr. Speaker, as you know, an ongoing initiative in Cape Dorset is the proposed new Kenojuak Centre and Print Shop, which is named for the late Kenojuak Ashevak, who was a recipient of both the Order of Canada and the Order of Nunavut.

Mr. Speaker, I would like to ask for unanimous consent to conclude my statement. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. (interpretation ends) The member is seeking unanimous consent to conclude his statement. Are there any nays? (interpretation) I don't hear any nays. Mr. Joanasié, please proceed.

Mr. Joanasié (interpretation): Thank you, my colleagues.

As I was saying, the Governor General's visit provided an opportunity for him to be briefed on the progress of the proposed new Kenojuak Centre and Print Shop.

Mr. Speaker, I want to take a moment to thank the mayor, council, and municipal staff for the hard work that they put into planning for the Governor General's visit, as well as the staff at the Dorset Suites, which is one of Nunavut's finest hotels.

Mr. Speaker, please join me in applauding the community of Cape Dorset for this very successful event. Thank you, Mr. Speaker.

>> *Applause*

Speaker (interpretation): Thank you. Members' Statements. Member for Pangnirtung, Mr. Mike.

Member's Statement 257 – 4(3): 2016 Pangnirtung Music Festival

Hon. Johnny Mike (interpretation): Thank you. Good afternoon to my fellow residents of Pangnirtung and good day, Nunavummiut.

I want to provide an update on the Pangnirtung music festival committee, who made an announcement about an upcoming music festival in Pangnirtung that will run from June 24 to June 26.

The musicians are largely from outside of Pangnirtung who will be brought into the community and they are: Twin Flames, Jaaji Okpik and Chelsea June, as

well as Naneruaq, an Inuk from Greenland, Daniel Kolola, Justin Adjun, Cowan Pameolik, and there will be a contingent of local musicians from Pangnirtung as well.

The music festival committee members that organize the festival work very hard, so I will acknowledge them by mentioning their names. They are: Billy Etuangat, Luke Peters, Mark Kilabuk, Linda Qaqqasiq, Mona Dialla, Anne Cagan, and Rosie Kilabuk.

In the community of Pangnirtung, the festival will take place at the Aksayuk Arena, with musicians playing from June 24 to 26. I would like to thank the music festival committee in Pangnirtung for organizing this event successfully. I invite all of my colleagues who are interested in attending the music festival. Thank you.

>>Applause

Speaker (interpretation): Thank you. Members' Statements. I have no more names on my list. Moving on. Item 4. Returns to Oral Questions. Item 5. Recognition of Visitors in the Gallery. Member for Arviat South, Mr. Joe Savikataaq.

Item 5: Recognition of Visitors in the Gallery

Hon. Joe Savikataaq: Thank you, Mr. Speaker. I would like to recognize somebody from Arviat who is well known. He's got many talents and many hats he wears, Mr. John Main. He's from Arviat. Some of you have might have just read that he recently produced a short film and I encourage everyone to look at it. I would like to welcome John

Main to the House. Thank you, Mr. Speaker.

>>Applause

Speaker (interpretation): Thank you. Welcome to the gallery. Recognition of Visitors in the Gallery. Member for Arviat and Whale Cove, Mr. Kuksuk.

Hon. George Kuksuk (interpretation): Thank you very much, Mr. Speaker. I would like to recognize an individual who is well known. He used to live here in Iqaluit and in the Kitikmeot and has returned to Arviat. Welcome, John. He was a communications officer and he has taken on different positions with a number of boards within Nunavut. Please be welcome, Mr. John Main. Thank you, Mr. Speaker.

>>Applause

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

I would also like to recognize an individual. I'm from Amittuq and there's someone here from Amittuq. As I don't recognize people very often, I would like to recognize Luba Nangmalik. Please stand.

>>Applause

Welcome to the gallery. Recognition of Visitors in the Gallery. I don't have any more names on my list. Moving on. Item 6. Oral Questions. Member for Aivilik, Mr. Mapsalak.

Item 6: Oral Questions

Question 330 – 4(3): Remuneration for Members of the Board of Directors of the Nunavut Housing Corporation

Mr. Mapsalak (interpretation): Thank you, Mr. Speaker. (interpretation ends) My questions are for the Minister responsible for the Nunavut Housing Corporation.

Subsection 2.1(5) of the *Nunavut Housing Corporation Act* provides that members of the Nunavut Housing Corporation's board of directors shall receive an honorarium.

Financial Administration Manual Directive 810 establishes three separate categories of responsibility for board members and three separate rates for honoraria.

Can the minister confirm what the honorarium rate is paid to the chairperson and members of the Nunavut Housing Corporation's board of directors? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister responsible for the Housing Corporation, Mr. Hickes.

Hon. George Hickes: Thank you, Mr. Speaker. It is true that the Nunavut Housing Corporation, like LHO boards, does pay members honoraria and sometimes a stipend for special meetings. This assists us with the recruitment and retention and recognizes the dedication by these boards of directors.

Unfortunately, the level of detail that the member is asking for today with regard to the specific amount that the chair of

Nunavut Housing Corporation board makes per meeting, I just don't have that information with me, but I will follow-up with the member and get that information to him at my earliest convenience. Thank you, Mr. Speaker.

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

Mr. Mapsalak: Thank you, Mr. Speaker. My understanding is that the members of boards of directors are paid honoraria for the meetings that they attend and that they do not receive any salary simply for being a board member.

Can the minister confirm whether or not the chairperson and members of the Nunavut Housing Corporation's board of directors receive an annual salary from the corporation? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. (interpretation ends) The Hon. Minister responsible for the Nunavut Housing Corporation, Mr. Hickes.

Hon. George Hickes: Thank you, Mr. Speaker. I thank the member for that question. With regard to the Nunavut Housing Corporation board, it is a territory-wide board represented by different regions across the territory. There is a budgeted amount for the board. Again, I just don't have that level of detail to be able to respond directly to the member's specific question today, but I will discuss with the member after and provide that information.

With LHO boards, it's a budgeted amount and there is some leeway currently with the management, according to their own by-laws, on how

they pay out those amounts, whether it be per meeting or an average. That's the information that I have available to me right now. Thank you, Mr. Speaker.

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

Mr. Mapsalak: Thank you, Mr. Speaker. The Nunavut Housing Corporation's most recent annual report for the 2014-15 fiscal year does not clearly indicate how much was paid to the members of the board of directors. Will the minister commit to ensure that the next annual report for the Nunavut Housing Corporation includes this information? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister responsible for the Housing Corporation, Mr. Hickee.

Hon. George Hickee: Thank you, Mr. Speaker. It's something that I'll look into and consider on how detailed... . We have very large expenditures across the Nunavut Housing Corporation and we try and condense that financial information into a medium that's understandable by all, but I will look at the logic that would encompass putting that level of detail into our annual report from the financial statements. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Oral Questions. Member for Quttiktuq, Mr. Shooyook.

Question 331 – 4(3): Grise Fiord Sewage Lagoon

Mr. Shooyook (interpretation): Thank you, Mr. Speaker. My questions today

are for the Minister of Community and Government Services.

I recently visited the community of Grise Fiord. During my visit, I received a number of concerns about the condition of the community's sewage lagoon. The need to rehabilitate and/or replace the sewage lagoon was identified in the community's integrated community infrastructure plan.

Can the minister indicate when this project will be added to his department's five-year capital plan? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Community and Government Services, Mr. Joe Savikataaq.

Hon. Joe Savikataaq: Thank you, Mr. Speaker. (interpretation) I also thank the member for asking about that matter. Now, a study was recently commissioned on sewage lagoons to be undertaken by Dalhousie University, as they are specialists in studying sewage lagoons. This includes wastewater and how the lagoons can be self-cleaning via the design of sewage lagoons. This study will encompass all communities, although some communities have had their infrastructure studied, and the study can only be undertaken in the summer months when the land has melted.

I cannot state at this time when this study would commence in [Grise Fiord] and when a new sewage lagoon could be constructed. However, this study will include all communities. Upon completion, it will become easier to determine which communities should be prioritized. When we have the information about the type of sewage

lagoon recommended, the project would commence. Thank you, Mr. Speaker.

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

Mr. Shooyook (interpretation): Thank you, Mr. Speaker. Is this project eligible for federal funding under the Building Canada Plan? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Community and Government Services, Mr. Savikataaq.

Hon. Joe Savikataaq (interpretation): Thank you, Mr. Speaker. Just recently, the Nunavut government announced the funding from the federal government of \$51 million for Nunavut for a three-year term for quality of water and for sewage lagoon work. At this time, there's funding available for sewage lagoon and water qualities. Therefore, we're now doing a study in all Nunavut communities so that we can utilize the funding adequately. At this time, we have not identified which communities will be receiving funding from the Building Canada Fund, which was just recently announced. Thank you, Mr. Speaker.

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

Mr. Shooyook (interpretation): Thank you, Mr. Speaker. Although funding to address solid waste management at the landfill in Grise Fiord had been provided through the federal Gas Tax Fund in previous years, it is not clear to residents of the community if funding to address the sewage lagoon was part of this

support. Will the minister commit to writing a letter to the mayor and council of Grise Fiord on this issue? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Community and Government Services, Mr. Savikataaq.

Hon. Joe Savikataaq (interpretation): Thank you, Mr. Speaker. We're still using the Gas Tax Fund. I believe the federal Gas Tax Fund is to be used for 10 years. The funding we receive through that program is being utilized and we will continue to use it.

We're looking at all the communities and the hamlet infrastructure capital plan. Once the hamlet and the government review their capital plan, we look at the community's capital plans, needs, and requirements. We do review the needs and requirements of each community. They will look into Grise Fiord again as to what their needs are for infrastructure and capital needs. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Oral Questions. Member for South Baffin, Mr. David Joanasié.

Question 332 – 4(3): Need for Early Childhood Education Facilities

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

Mr. Speaker, there is a great need for early childhood education across Nunavut. Many Nunavummiut are left to fend for themselves and rely on family or friends for babysitting. It is well

recognized that early childhood education provides important developmental support for children entering the school system.

I would like to ask the minister if he can provide an update on what steps his department has taken to support the opening of new early childhood facilities in Nunavut and how many have been opened in the past two years. Thank you, Mr. Speaker.

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

Hon. Paul Quassa (interpretation): Thank you, Mr. Speaker. I also thank the member for that question. I concur with my colleague's assessment of the importance of this programming. With respect to preschool aged children, we also have to be diligent in looking after their needs here in Nunavut.

What I can state at this time is that within Nunavut, there are 49 licensed facilities listed as daycares in Nunavut, but out of these 49 licences, 16 licences are not in use as the facilities are closed. In adding up the various types of early childhood programs in use, there are currently seven daycares using the (interpretation ends) Aboriginal Head Start preschool programs, (interpretation) which are specific to aboriginal groups. To reiterate, there are seven daycares funded under this program.

Out of the total, 27 daycares operate on a daily basis and eight facilities are only open for part of the day. Also, one licence holder operates a daycare out of their home in Nunavut and six facilities

use the after school programs made available after school closes.

In total, as per my previous comments, there are 49 licensed facilities here in Nunavut. Further, regarding the numbers of children eligible under the program, we have 1,044 spaces available for preschool aged children. To reiterate, there are 1,044 spaces available currently.

However, as per my early references to the 49 licensed facilities, it includes preschool aged children on the waiting list as there are numerous children waiting for openings. We also check these figures as part of our review on the numbers of children on the list.

As an example, the total numbers in Nunavut encompass 905 children on the waiting list. Now, if I were to break it down further, 199 of the children are newborn or infants and this includes 580 children just shy of school age. This includes 126 children who have attained school age of five years and over. This is the breakdown of the numbers overall.

Specific to Iqaluit, we have numerous names on the list as well. There are 758 names collected that want to be put on the waiting list. To break it down a bit further, 146 are infants, 486 children are of preschool age, and 126 children in total who have attained school age, but are still on the waiting list.

However, in the past year, the federal government made an announcement about children-specific programming, particularly funds to provide preschool programming, that they were going to introduce specific to (interpretation ends) early childhood education.

(interpretation) This is what we are focusing on at this time. Due to the importance of this program, we are looking at alternative support mechanisms that we can provide from the new program that the federal government announced. Thank you, Mr. Speaker.

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

Mr. Joanasié (interpretation): Thank you, Mr. Speaker. I also thank the minister for his proper response and detailed information with the numbers.

Mr. Speaker, under the current *Education Act*, district education authorities have an obligation to provide early childhood programming in Nunavut's communities. Can the minister clearly describe how his department supports the DEAs in meeting this objective and how many new early childhood daycare facilities are planned to be opened over the next two years? Thank you, Mr. Speaker.

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

Hon. Paul Quassa (interpretation): Thank you, Mr. Speaker. DEAs are allocated funding annually specific to daycare centres for early childhood education. Our legislated requirements outline these funds and we provide the funding that the DEA will utilize.

However, we have also found that most DEA boards don't take advantage of these funds, perhaps due to the lack of clear understanding of the operational requirements. Sometimes on an annual basis, the funding has lapsed due to not

being expended, so it returns to the Department of Education coffers.

Now, just this past year in 2015, a division called the (interpretation ends) Early Childhood Division (interpretation) was created to provide support to the DEAs in operating daycare centres in order to improve access to these facilities. We have created two positions. For the upcoming 2016-17 fiscal year, we have identified funding specific to early childhood programming and daycare facilities. Approximately \$5,261,000 for 2016-17 has been identified for this sector.

Nonetheless, we have to also know that the Department of Education has no role in constructing facilities for the programs, as the onus is on the community to identify a facility that can be converted and opened as a facility wherein the department would provide O&M funding for this building. We do not have the mandate to establish facilities. However, the community itself would have to identify a building and we would provide O&M funding for these early childhood programs. Thank you, Mr. Speaker.

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

Mr. Joanasié (interpretation): Thank you, Mr. Speaker. I also thank the minister for his response. I had a last question to ask, but he referenced the subject I wanted to ask about, so I would now like to ask him this question.

We are all aware that we have a shortage of daycare spaces and, as the minister stated earlier, there are over 900 names on the waiting list. Even though that is

the case, the government provides funding for O&M, but they will not provide buildings for daycare centres.

I wonder if funding could be set aside on the issues I mentioned related to people turning to family and friends to provide babysitting services due to the lack of space at the daycare centres. I wonder if specific funding for this scenario could be set aside to assist the DEAs in supporting people who have no choice but to use family members to provide this service. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. (interpretation ends) The Hon. Minister of Education, Mr. Quassa.

Hon. Paul Quassa (interpretation): Thank you, Mr. Speaker. I also thank the member for asking about this further.

I am quite pleased to announce that recently as well as last year, there were two new daycare facilities opened specifically for early childhood programming. The first one is for French families and hopefully I don't masticate the pronunciation, which is the Centre de les Petites Nanooks. I hope it was understandable. Thank you. This was the first facility that opened to provide this service to our French residents. Further, the Pururvik facility in Pond Inlet was opened and it was quite pleasurable to note that this initiative was able to be completed.

As per my earlier statement, yes, private homes can also be used as daycare facilities. I stated before that I only know of one example called a (interpretation ends) family day home, (interpretation) which is someone's home that's used as a daycare. That is allowable in our laws.

I can tell my colleague that there is another Act, the (interpretation ends) *Child Daycare Act*. (interpretation) We are starting to review it to see how the district education authorities can take over the responsibility of creating and managing daycares. That's what we're starting to look at. We know that they can't find buildings or spaces for daycare. We're reviewing that other legislation where we can allow more daycares to be opened for the benefit of children before they start going to school. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Oral Questions. Member for Iqaluit-Niaqunngu, Ms. Pat Angnakak.

Question 333 – 4(3): What is Being Done to Curb Smoking in Nunavut?

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

Mr. Speaker, the most recent Statistics Canada report on smoking shows that, in 2014, Nunavut had the highest smoking rate in Canada at 62 percent, nearly twice that of the NWT, which had the second highest rate in Canada.

I note that our neighbours to the south in Nunavik and in the province of Quebec have brought forward changes to their legislation which will further restrict the public areas in which people can smoke.

Can the minister provide an update on whether the Government of Nunavut has considered bringing forward any legislative amendments to help curb smoking in Nunavut? Thank you, Mr.

Speaker.

Speaker (interpretation): Thank you.
Minister of Health, Ms. Ell-Kanayuk.

Hon. Monica Ell-Kanayuk

(interpretation): Thank you, Mr.

Speaker. I also thank my colleague for that question. It is said that we have the highest percentage of smokers and tobacco users in Nunavut and that is worrisome, especially for those people who abuse tobacco and cigarettes.

There's not much work being done with legislation. However, it is being done more through the work spaces. My department is trying to come up with new initiatives on that. We're expecting to do a pilot project soon at the Qikiqtani General Hospital to designate a smoking area and ban smoking at the front of the hospital. Thank you, Mr. Speaker.

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

Ms. Angnakak: Thank you, Mr.

Speaker. Statistics show that 9 out of 10 pregnant women in Nunavut smoke. Smoking can affect the health of an unborn child; it will. Can the minister provide an update on what initiatives are currently in place to help women quit smoking when they are pregnant? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you.
(interpretation ends) The Hon. Minister of Health, Ms. Ell-Kanayuk.

Hon. Monica Ell-Kanayuk

(interpretation): Thank you, Mr.

Speaker. Thank you for asking those questions. Pregnant women and people

in general who smoke too much are our targets, including underage smokers. Those are all of our targets for the pamphlet campaign and TV ads. If you watch *Igalaaq*, we have advertisements on that TV show. People who want help are shown where they can get help. They just have to indicate that they need help. Thank you, Mr. Speaker.

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

Ms. Angnakak: Thank you, Mr.

Speaker. It's good to hear of those initiatives that the GN is doing. Speaking about some of those initiatives, the Department of Health promoted the "NU Quits" campaign to encourage Nunavummiut to quit smoking. Can the minister provide an update on the success of this campaign and whether it will resume in the future or not? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you.
Minister of Health, Ms. Ell-Kanayuk.

Hon. Monica Ell-Kanayuk

(interpretation): Thank you, Mr.

Speaker. This campaign has been continued and new reading material is being developed. I was recently informed that these materials will be made available. Further, the new site will be delineated to outline the smoking area outside of the Baffin Regional Hospital on June 30. This area will be highlighted at that time, Mr. Speaker. Thank you.

Speaker (interpretation): Thank you.
Oral Questions. Member for Hudson Bay, Mr. Rumbolt.

Question 334 – 4(3): New Family Resource Worker Position for Sanikiluaq

Mr. Rumbolt: Thank you, Mr. Speaker, and good afternoon. Mr. Speaker, I would like to direct my question to the Minister of Family Services.

Mr. Speaker, during the winter sitting, this House approved \$837,000 in the Department of Family Services' 2016-17 O&M budget to establish seven new positions for family resource workers in a number of communities, including my community of Sanikiluaq.

Can the minister provide an update on whether the new family resource worker positions have been advertised and, if so, at what stage of the hiring process they are? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Family Services, Mr. George Kuksuk.

Hon. George Kuksuk (interpretation): Thank you very much, Mr. Speaker. I also thank the member for that question. Mr. Speaker, with respect to the member's question about the status of these positions and whether they have been filled, I still haven't received the status updates. I can commit to looking into that matter and inform him of my findings later. Thank you, Mr. Speaker.

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

Mr. Rumbolt: Thank you, Mr. Speaker. I'll try my next question and maybe he will get back with this information later too because it's along the same lines.

During our Committee of the Whole debate on the department's 2016-17 budget, the minister and his officials indicated that once the new family resource workers were hired, they would be given up to six months of training. Can the minister provide some detail on what specific types of training will be provided and where the training will be delivered? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. (interpretation ends) The Hon. Minister of Family Services, Mr. Kuksuk.

Hon. George Kuksuk (interpretation): Thank you very much, Mr. Speaker. As I stated before with respect to the opening of these positions under my department, whether the positions are filled, and related to the subject of my colleague's question about training, we have different types of workers and we will provide the funding to conduct the training. This will commence first with our office workers or rather (interpretation ends) our frontline staff (interpretation) who will receive the training where they are managing particular roles. There are different types of training that we manage.

The issues the member raised in his question will require further review of the job duties. Once I have been briefed fully by my departmental officials, I can provide that information later on. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Oral Questions. Member for Rankin Inlet and Chesterfield Inlet, Mr. Tom Sammurtok.

**Question 335 – 4(3): Medical
Transient Centre in Churchill**

Mr. Tom Sammurtok (interpretation): Thank you, Mr. Speaker. I would like to direct my question today to the Minister of Health.

(interpretation ends) Mr. Speaker, I would like to thank the minister for responding to the question that I posed during our previous sitting regarding the medical transient centre in Churchill. As the minister will recall, I asked why we operate a medical boarding home in Churchill.

Her response indicated that the Department of Health is undertaking a review of the use of this facility. Can the minister provide an update on the status of this review and when we might expect to receive the results of the review?
Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Health, Ms. Ell-Kanayuk.

Hon. Monica Ell-Kanayuk (interpretation): Thank you, Mr. Speaker. I also thank the member for that question. This review is still ongoing, so I can't say exactly when it would be completed.

However, the Iglualuk Boarding Home in Chesterfield Inlet is still usable, especially when people are sent out for medical treatment, such as dental appointments, or in the event that connections cannot be made from Rankin Inlet to Churchill due to flight cancellations or delays. Sometimes the aircraft has to stop in Churchill, where patients board at the facility awaiting

better weather prior to continuing. Thank you, Mr. Speaker.

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

Mr. Tom Sammurtok: Thank you, Mr. Speaker. I appreciate that it takes time to undertake reviews of the operations of facilities and programs. Can the minister confirm whether or not her department's review of the use of the medical transient centre in Churchill - I wish that the facility was in Chesterfield Inlet - will also compare the costs of transporting clients and their escorts to Churchill to receive oral health care to the costs of establishing and operating a full-time dental health clinic in Rankin Inlet? (interpretation) Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. (interpretation ends) The Hon. Minister of Health, Ms. Ell-Kanayuk.

Hon. Monica Ell-Kanayuk (interpretation): Thank you, Mr. Speaker. I also thank the member for that question. I did say Chesterfield Inlet, but since I have not practised interpreting lately, I apologize for making that error.

The community has an existing hospital and transient centre, and patients for the dental appointments are not just from the Kivalliq, as sometimes they are sent down from other parts of Nunavut to attend to that dental facility.

With respect to the work ongoing in Rankin Inlet, I believe I spoke to it earlier this week when you directed questions to me about the subject. It is

still being deliberated on, as my officials negotiate funding arrangements with Health Canada. Negotiations are ongoing with the department on these issues, but we are currently required to identify the purpose of the funds being requested and the number of communities being served. Thank you, Mr. Speaker.

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

Mr. Tom Sammurtok (interpretation): Thank you, Mr. Speaker. (interpretation ends) The minister's previous response to my question on the use of the medical transient centre in Churchill indicated that the facility is also used to accommodate clients who are stranded while travelling to and from Winnipeg. Can the minister confirm whether the results of the review will include information on the numbers of clients who are stranded during travel to and from Winnipeg and how often this occurs? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Health, Ms. Ell-Kanayuk.

Hon. Monica Ell-Kanayuk (interpretation): Thank you, Mr. Speaker. I also thank the member. Yes, these are the types of issues that can be the subject of a comprehensive review. I will discuss what is happening in regard to this review with my officials. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Oral Questions. Member for Tununiq, Mr. Joe Enook.

Question 336 – 4(3): Rocket Launch Debris

Mr. Enook (interpretation): Thank you, Mr. Speaker. Good afternoon to the people of Pond Inlet and our fellow Nunavummiut.

Mr. Speaker, I wish to direct my question and a request for clarification to the Minister of Community and Government Services. The basis of my line of question revolves around the Minister's Statement announced earlier today about rocket debris possibly landing in our waters. I would like more information on this issue.

Lancaster Sound and the North Water Polynya comprise one body of water, which we are all aware of, and it is recognized globally as a place of high biodiversity. With one of the richest ocean environments in the entire Arctic region of the Earth, it is inhabited by diverse species of animals.

Although I note it states here that "the debris will fall outside of Canada's territorial waters," to me personally, this body of water is one and the same. Even if it lands outside of our boundaries, due to the heavy currents prevalent up there that people should already be aware, any pollutants that land there will travel into Canadian waters and to Lancaster Sound. If any hazardous materials were in the water, they would be transported into our waters. This is especially disconcerting to me, so I want to ask a question regarding the communities that are closest to this projected falling debris.

For the information of the minister, the North Water Polynya and Lancaster

Sound are recognized globally for their rich biodiversity. Due to this recognition, just recently in April, the High Arctic communities of Grise Fiord and Pond Inlet were visited by representatives of the Inuit Circumpolar Council. This working group was investigating how the North Water Polynya and Lancaster Sound would be used and protected. That is how important this body of water is, as it is recognized globally.

My first question is: when was our government first notified about this event that may occur on June 4 or 5? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Community and Government Services, Mr. Savikataaq.

Hon. Joe Savikataaq: Thank you, Mr. Speaker. I thank the member for bringing up his question and concerns because the people of Nunavut, I'm sure, are all concerned and interested to hear about this rocket fuel canister that will fall. As the member stated earlier and as I stated, it will likely fall out of Canadian waters, so we have no jurisdiction over it. As to the member of when we found out, the federal government just informed us, I believe, two days ago that this was occurring, so we haven't had much notice either. Thank you, Mr. Speaker.

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

Mr. Enook (interpretation): Thank you, Mr. Speaker. You indicated that you heard about it two days ago. The closest communities to the landing site are Grise Fiord and Pond Inlet. You have

government liaison officers in the communities. Did you at least inform the two closest communities of the event that's about to happen? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. (interpretation ends) The Hon. Minister of Community and Government Services, Mr. Savikataaq.

Hon. Joe Savikataaq: Thank you, Mr. Speaker. We notified Grise Fiord and Resolute Bay, the two smallest communities, this morning.

The reason we didn't notify anybody earlier was that we had nothing really to notify them of. We want to get as much information as we can from the federal government before we tell people. If we just tell the communities, "There's a rocket falling close to your area," they wouldn't know more and there would be more questions asked. We wanted to get as much information as we could from the federal government and that's the reason for the delay in informing the communities, to get as much information so that if we were asked questions, then we would have answers.

They have been informed that a fuel canister is predicted to fall 158 kilometres from Grise Fiord. That's where it's predicted to fall. Their predictions are usually very accurate. Thank you, Mr. Speaker.

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

Mr. Enook (interpretation): Thank you, Mr. Speaker. Yesterday, I listened to the radio where the HTO chairperson of the High Arctic community of Grise Fiord

was speaking, actually it was last night on the Toronto CBC News where they stated that there had been no notifications about this event.

I believe it would have been beneficial to at least inform the members or even notify us that the government is trying to determine the facts about the event.

When you hear about events indirectly, it really causes consternation amongst community members about what exactly is predicted to happen. When you hear from other news outlets or countries without any notification from our own government about events, perhaps it is just for consideration now, but sometimes it seems our communities are the last to be informed by our government whenever anything newsworthy occurs, at least sometimes that is the situation.

Now to move to my last question, as it has to be the last now, let me ask about the North Water Polynya. It rarely freezes over due to the heavy currents prevalent in the waters. How exactly will we know where the space debris returning to Earth will land in the ocean or if it lands on sea ice? As per my earlier statement, the North Water Polynya changes on a daily basis. Would we be informed about the debris landing on sea ice? That would be very concerning to people. How will we know where it lands? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Community and Government Services, Mr. Savikataaq.

Hon. Joe Savikataaq: Thank you, Mr. Speaker. Nunavut doesn't have the facilities to observe stuff falling from

space, but we will be working and communicating closely with the Government of Canada to keep us informed of where the debris will fall. If it should fall on land or on ice, which is not likely, it will be communicated to us and there will be contingency plans to clean it up.

As I stated earlier, it's predicted to fall in the ocean. This is a Russian rocket and we have very little control of it, but I agree with the number that it's toxic and hazardous and it shouldn't fall in Nunavut waters. Nunavut is not a place to dump hazardous waste. If a ship was dumping hazardous waste, then they would be in trouble. Whether it's dumped from space or from the ocean, it's still hazardous material.

We are monitoring this closely. There's not much we can do, but we will monitor it and we will be working closely with the federal government to make sure that things fall into place. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Oral Questions. Member for Iqaluit-Sinaa, Mr. Paul Okalik.

Question 337 – 4(3): Public Consultations on Education Act Amendments

Mr. Okalik (interpretation): Thank you, Mr. Speaker. I would like to direct my question to the Minister of Education. He said that they are listening and that they extended the consultation period. That is good news and we want them to have a full opportunity to be heard.

We all know that throughout Nunavut at this time of the year, people are drying

meat, gathering eggs and other things. Board members are not employees and there's no doubt that they're busy with family events because springtime is family time.

Can the minister let us know if they can defer the consultation tour to the fall instead of this spring? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. (interpretation ends) The Hon. Minister of Education, Mr. Paul Quassa.

Hon. Paul Quassa (interpretation): Thank you, Mr. Speaker. I also thank the member for requesting further information on this matter.

As per my earlier statement about the extension of the dates, it has been added and we have thought of extending the consultation period to September 2, 2016. Part of the reason for this is to ensure that our residents are made fully aware of the issues and we need feedback from the public. Furthermore, within the *Nunavut Land Claims Agreement*, we have to comply with Article 32 as part of our requirements.

In June, the Department of Education will just be informing the public about the consultation process. The communities will be visited later on in the second round. Consultations with organizations such as NTI and various stakeholders we have to hear from will commence closer to the fall. We anticipate that is when we will request feedback.

In the initial phase of the work, we will inform the public about the proposed amendments, just for your information.

The feedback should be prepared closer to the fall season, as that is when we will commit to listening to the people. The process sets out the initial information and feedback phases, as we will make presentations on the information. That is also related to my previous mentioning of the extension to September 2, 2016. Thank you, Mr. Speaker.

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

Question 338 – 4(3): GN Contracts for Medical and Duty Travel

Mr. Mikkungwak: Thank you, Mr. Speaker. I would like to ask the Minister of Health regarding the responses that were provided on the questions on GN contracts for medical and duty travel.

As the minister indicated, "The current contracts for medical and duty travel will expire August 31, 2017." If the medical contracts are extended to the end of August 2017, when will the GN issue the new medical and duty travel call for proposal? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. (interpretation ends) The Hon. Minister of Health, Ms. Ell-Kanayuk.

Hon. Monica Ell-Kanayuk: Thank you, Mr. Speaker. I thank the member for that question. Currently, the department is working with Community and Government Services and Finance. We are preparing a contracting process and we will be evaluating the best procurement method. Thank you, Mr. Speaker.

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

Mr. Mikkungwak: Thank you, Mr. Speaker. As I indicated yesterday, today, we are dealing with a codeshare environment across the territory. Does the GN consider Calm Air and First Air to be competing with each other or cooperating? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Health, Ms. Ell-Kanayuk.

Hon. Monica Ell-Kanayuk (interpretation): Thank you, Mr. Speaker. I can't respond to his question. The Department of Health only handles medical travel related to patients through the most cost-effective methods. We are not fixated on the airline being used, as that is not part of our mandate, as we look for the cheapest fare or most convenient method of travel for medical patients. That is our role. Thank you, Mr. Speaker.

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

Mr. Mikkungwak: Thank you, Mr. Speaker. As we all know, we met about codeshare last year and we are dealing with it today. Will there be a clear understanding of the codeshare terminology in the contracts? Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Health, Ms. Ell-Kanayuk.

Hon. Monica Ell-Kanayuk: Thank you, Mr. Speaker. I thank the member for that question. It sounds like the same

question, Mr. Speaker, but I will elaborate again. The Department of Health's goal in doing a medical travel contract is to ensure that patients go to their appointments from one community to another community. Our goal is to get the best procurement process and the best way to bring those patients to and from their home and to their medical appointment. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Oral Questions. Member for Quttiktuq, Mr. Isaac Shooyook.

Question 339 – 4(3): Rocket Launch Debris

Mr. Shooyook (interpretation): Thank you, Mr. Speaker, for giving me the opportunity to ask questions, so I firstly thank you for that.

I now have a question to the Minister of Community and Government Services. I, too, share a concern about the space debris landing in the vicinity of our community as we are adjacent to the polynya, much like my colleague, Mr. Joe Enook. It is quite disconcerting to hear about this event, as we cannot predict where it will land.

Now to provide some background on the North Water Polynya that was mentioned, the prevailing current is very strong and it is populated by many species of wildlife, with many different species ranging from extremely large mammals to the smallest plankton. Due to the richness of wildlife, even if the debris landed on the sea ice or in the ocean, the toxic substance may sink to the bottom, but it can spread throughout our wildlife species.

Once it is clear where the debris will land, I wonder if this will be handled on an emergency basis, either by our government or the federal government. I would like a brief response to my question as I am also very concerned along with my fellow High Arctic residents. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Minister of Community and Government Services, Mr. Joe Savikataaq.

Hon. Joe Savikataaq (interpretation): Thank you, Mr. Speaker. I also thank the member for that question. Yes, the debris slated to fall into the ocean is the fuel canister and the fuel used is hydrazine, which is a toxic substance or even a pollutant. The statement about the fuel was that it may largely already be spent or would have small remnants left over. It's likely that Earth's atmosphere will burn off the majority or all of the fuel.

The fuel canister is made of steel and it would sink if it landed in the ocean. If it sinks, the position of the federal government is that no search will commence. However, if anything untoward happened and it landed on the sea ice or on land, then that would initiate a clean-up project. Nonetheless, if it lands in the ocean, nothing will be done other than determining where the debris landed.

Further, this debris is the leftover material from the rocket launched from Russia. The projected landfall lies outside of Canada's territorial waters but inside the economic zone, so we can't really do anything other than the space agency keeping an eye on where it may

potentially land. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Oral Questions. I have no more names on my list. Moving on. Item 7. Written Questions. (interpretation ends) Item 8. Returns to Written Questions. Item 9. Replies to Opening Address. Item 10. Petitions. Item 11. Responses to Petitions. Item 12. Reports of Standing and Special Committees on Bills and Other Matters. Item 13. Tabling of Documents. Hon. Minister of Community and Government Services, Mr. Joe Savikataaq.

Item 13: Tabling of Documents

Tabled Document 143 – 4(3): Office of the Fire Marshal 2015 Annual Report

Hon. Joe Savikataaq: Thank you, Mr. Speaker. I am pleased to table the 2015 Annual Report from the Office of the Fire Marshal. Thank you, Mr. Speaker.

Speaker (interpretation): Thank you. Tabling of Documents. I have no more names on my list. Item 14. (interpretation ends) Notices of Motions. Item 15. Notices of Motions for First Reading of Bills. Item 16. Motions. Item 17. First Reading of Bills. Item 18. Second Reading of Bills. Item 19. Consideration in Committee of the Whole of Bills and Other Matters. Bills 17 and 18 and Tabled Documents 73 – 4(2), 116 – 4(2), 140 – 4(2), and 70 – 4(3) with Mr. Enook in the Chair.

Before we proceed to the Committee of the Whole, we will take a 20-minute break.

(interpretation) Sergeant-at-Arms.

>>House recessed at 15:14 and
Committee resumed at 15:42

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

Chairman (Mr. Enook)(interpretation):
Good afternoon. As we begin the
committee meeting, first of all, let me
welcome our fellow Nunavummiut who
are watching the televised proceedings
and listening to the radio broadcast.
Welcome to your Legislative Assembly.

In Committee of the Whole, we have the
following items to deal with: Bills 17
and 18 and Tabled Documents 73 – 4(2),
116 – 4(2), 140 – 4(2), and 70 – 4(3).
What is the wish of the committee? Mr.
Rumbolt.

Mr. Rumbolt: Thank you, Mr.
Chairman, and good afternoon. Mr.
Chairman, we wish to commence with
the discussion on Tabled Documents 73
– 4(2), 116 – 4(2), 140 – 4(2), and 70 –
4(3). Thank you, Mr. Chairman.

Chairman (interpretation): Thank you,
Mr. Rumbolt. Are we in agreement that
we deal with those tabled documents?

Some Members: Agreed.

**Tabled Document 073 – 4(2): Human
Resource Strategy 2014-2018 –
Consideration in Committee**

**Tabled Document 116 – 4(2): Public
Service Code of Values and Ethics
– Consideration in Committee**

**Tabled Document 140 – 4(2): Public
Service Annual Report 2013-2014
– Consideration in Committee**

**Tabled Document 070 – 4(3): 2014-
2015 Public Service Annual Report
– Consideration in Committee**

Chairman (interpretation): Thank you.
As we proceed with our meeting, the
Minister of Finance, Minister Peterson,
will be at the witness table. I would first
like to ask if he has officials that he
would like to bring to the table. Minister
Peterson.

Hon. Keith Peterson: Thank you, Mr.
Chairman. Yes, I have two witnesses.
Thank you.

Chairman (interpretation): Thank you.
He said that he has two witnesses that he
would like to bring to the table. Do you
agree?

Some Members: Agreed.

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

(interpretation ends) *Qujannamiik*,
Sergeant. (interpretation) Minister
Peterson, for the record, please introduce
your witnesses. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr.
Chairman. To my right is Chris D'Arcy,
Deputy Minister of Finance, and to my
left is Jeff Chown, Comptroller General,
and in the gallery is Alma Power,
Assistant Deputy Minister of Finance,
and Joanne Faulkner in our policy
department. Thank you.

Chairman (interpretation): Thank you. Welcome to the House, Mr. D'Arcy and Mr. Chown. We will have an opportunity to introduce your other officials if they need to go in the House once approved.

Minister Peterson, I now give you the floor to make opening comments.
Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman and Members. We appear before you today to discuss a number of tabled documents related to the Government of Nunavut's human resources functions. The documents include the 2013-14 and 2014-15 public service annual reports, the Code of Values and Ethics, and the 2014-18 *Human Resource Strategy*. We welcome the opportunity to discuss the human resources management improvements that have been made over the years these documents span as well as the areas of need the government is dedicated to addressing.

It is only relatively recently that the Department of Finance has held responsibility for the area of human resources in the Government of Nunavut. Since 2013, the department has continued to expand on processes of due diligence and accountability.

Under the *Public Service Act*, the minister is required to report annually to the Legislative Assembly on the management and direction of the public service. This is not tied to a specific reporting date, and since 2009, the public service annual reports have been delivered on average around 14 months after the end of the fiscal year. However, the Department of Finance understands

this is valuable information to Members of the Legislative Assembly as well as to the public, and we are working to improve our reporting processes and to complete and publish information as quickly as possible.

The 2013-14 *Public Service Annual Report* was tabled on March 17, 2015, not quite 12 months after the fiscal year-end. The 2014-15 *Public Service Annual Report*, with an expanded scope, was backdoor tabled on February 2, 2016, 10 months after the year-end. For 2015-16, we are on track to table the Public Service Annual Report in the fall sitting of the Legislative Assembly.

As an aside, we have also substantially improved the timeliness and accuracy of the Towards a Representative Public Service, or TRPS, reports that provide updates on the status of beneficiary employment in the Government of Nunavut. Updated and more accurate reports are now being posted to the Department of Finance website at the end of each quarter rather than waiting to table the information in the Assembly. This is part of our commitment to getting accurate information out as quickly and efficiently as we can.

The Code of Values and Ethics was approved by cabinet in 2011. This was a significant achievement of the former Department of Human Resources. However, the code was not distributed to employees until after the Department of Finance took over responsibility. The document was also posted to our website and a copy is now provided to all new employees. Periodic reminders are sent to all Government of Nunavut employees through the email system. The Department of Finance is working

hard to ensure this important document is well publicized within the public service.

The Code of Values and Ethics is an important tool in helping ensure a high standard of conduct for all Government of Nunavut public servants that affirms Inuit societal values. This includes standards for workplace and non-workplace behaviour for all public servants at all levels of the government. The code also sets out outcomes for behaviour that does not contribute to a positive work environment. The Government of Nunavut believes that the highest standard of conduct among public service employees is essential to maintaining and enhancing the public's trust and confidence in the public service.

To this end, in 2015, we implemented the ethics officer function and appointed our first ever ethics officer. His first annual report will be tabled this session. We also developed a directive, procedure, and ongoing communications process to keep employees informed about this function. Part 6 of the *Public Service Act* (PSA) creates a process for employees to disclose wrongdoing without fear of reprisal. The appointment of an ethics officer adds an additional layer of accountability to this process.

We have also updated the Government of Nunavut *Harassment Free Workplace Policy* and have developed training sessions on dealing with harassment in the workplace for both management and employees. Harassment-free workplace training includes an understanding of what constitutes a respectful workplace, as well as an explanation of what workplace harassment is and,

conversely, what it is not. The training session also covers managerial responsibilities for creating and maintaining a respectful work environment and includes a review of the complaint process.

In-person training sessions have been held in Cambridge Bay, Igloolik, and Rankin Inlet, with videoconferencing for Gjoa Haven, Arviat, Baker Lake, and Kugluktuk, deputy ministers and some senior managers in Iqaluit have received the training, and a further four training sessions for managers are taking place this week in Iqaluit. These training courses will be offered on an ongoing basis. Our goal is to ensure that all management and employees of the Government of Nunavut receive the training.

The Human Resource Strategy was approved on October 2, 2014. This strategy helps to coordinate government efforts to improve the effectiveness and efficiency of human resources practices and will help the government meet its obligations under *Sivumut Abluqta*. Implementation is well underway, with the Department of Finance facilitating collaboration with all departments for this important work. When the Department of Finance took responsibility for human resources, strategy development work had stalled. Now the strategy has been approved, is being implemented, and positive changes are being made.

Through the strategy, we have brought in measures to increase and enhance Inuit employment with the Government of Nunavut. All departments and territorial corporations must develop and report on meaningful targets for their

Inuit employment plans. We have established directives for internal and restricted competitions, including competitions for beneficiaries only. Government of Nunavut departments are working together to increase opportunities for student work experience, improve our internship programs, and expand apprenticeship opportunities. We are working to improve the profile of the Government of Nunavut as an attractive place to work and are making changes to our processes to make staffing more effective and efficient.

With a focus on the priorities set out by *Sivumut Abluqta*, the Department of Finance is working in a dedicated way to improve the effectiveness and efficiency of human resources in the Government of Nunavut. We are committed to reporting the related information in an accurate, open, transparent, and timely manner. In this spirit, I look forward to open dialogue in respect to these documents before us.

Thank you, Mr. Chairman. We welcome questions and comments from committee members.

Chairman (interpretation): Thank you, Minister Peterson. Does the mover of the motion to refer the tabled documents for consideration in Committee of the Whole have any opening comments? I'll now allow the Member for Iqaluit-Niaqunnguu, Ms. Angnakak, to make her comments.

Ms. Angnakak: Thank you, Mr. Chairman. Welcome to the House, everybody.

I am pleased to take the opportunity today to make some opening comments as the Committee of the Whole begins its consideration of the Government of Nunavut's 2014-18 *Human Resource Strategy*, the *Public Service Code of Values and Ethics*, the 2013-14 *Public Service Annual Report*, the 2014-15 *Public Service Annual Report*, and the 2015-16 Annual Report of the Ethics Officer.

Mr. Chairman, as you and colleagues will recall, my motion to refer these documents to the Committee of the Whole for consideration was moved during our recent fall sitting. At that time, I noted that these proceedings will allow all Members of the Legislative Assembly and the listening public to gain a better understanding of the extent to which the government is achieving the goals and objectives contained in its Human Resource Strategy.

Mr. Chairman, there have been a number of questions and interventions raised in the Legislative Assembly in recent years concerning issues related to the management of the territorial public service.

I want to take this opportunity to say very clearly that I personally and deeply appreciate and respect the work done by the members of the public service, a significant number of whom are my own constituents.

Mr. Chairman, I believe that it is important that we carefully consider three broad thematic areas during this process.

The first issue is the organizational structure underlying the government's approach to human resources management.

As members will be aware, the structure that was in place for Nunavut during the first two Assemblies and governments was a centralized model with a Minister responsible for Human Resources.

Some Canadian jurisdictions have similar structures in place. Other Canadian jurisdictions, including the federal and Yukon governments, have established arm's-length, independent public service commissions.

Mr. Chairman, there is no one single way to approach this issue. Every organizational model has strengths and weaknesses.

I believe that these proceedings will allow for a productive examination of the extent to which our current model has proven effective, and I am confident that we will be in a better position when they have concluded to determine if changes are warranted.

The second thematic area is the status of the implementation of the government's Inuit Employment Plan and Human Resource Strategy.

It is important to acknowledge that progress has been made in increasing Inuit employment in the Government of Nunavut.

Information that is contained in the government's quarterly employment reports indicate that a total of 1,369 beneficiaries were employed by the government in December of 2005. By

December of 2015, 10 years later, that number had increased to 1,673. This constituted an increase of approximately 22 percent over the course of a decade. On average, the government gained approximately 30 new Inuit employees each year.

The government's 2016-19 business plan indicates that its current government-wide Inuit Employment Plan target is 51 percent by March 31, 2017.

It is important for the government to develop realistic and achievable timetables for achieving full representativeness across all occupational categories in the government, which is commonly understood to mean a public service that is composed of 85 percent beneficiary employees. This is a significant challenge.

Information contained in the government's December 2015 quarterly employment report indicates that there were a total of 4,655 positions across the government's departments and major Crown agencies and territorial corporations; 3,342 of these positions were filled, of which 1,673 were filled by beneficiaries. Assuming that the government could fill all of its positions, it would need to hire 2,283 new beneficiary employees to achieve full representativeness.

The third issue is addressing workplace wellness.

I want to say very clearly that it is important that we not make unfair and unfounded generalizations or accusations about public servants during these proceedings.

Although it is all too easy to claim that every manager is a bully or a racist, it is also all too easy to claim that every employee who raises concerns about the workplace is just a troublemaker or a complainer.

The point of these proceedings is not to investigate specific incidents or allegations or accusations. That would be completely inappropriate. Rather, we should be examining whether or not the government's current systems and structures are working well when it comes to fostering workplace wellness and resolving workplace conflict.

Yesterday, the ethics officer's first annual report was tabled in the Legislative Assembly. I anticipate that members may wish to invite the ethics officer to appear before Committee of the Whole or the appropriate standing committee later this year for a televised hearing on his annual report.

I would also note that Mr. Schnoor has recently been appointed the Province of Manitoba's new Conflict of Interest Commissioner for the members of that jurisdiction's Legislative Assembly.

With that, Mr. Chairman, I welcome the minister and his officials to the proceedings. If you will grant me, I would like to be able to ask the first set of questions. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you, Ms. Angnakak. Before I proceed, I would like to note that the ethics officer's report has not been given to the committee yet. The report has been tabled in the House, but it hasn't been dealt with on the committee level yet

and it's not part of this motion. Let me clarify that.

Let us proceed. Are there any general questions or requests for clarification about the opening comments? Mr. Joanasie.

Mr. Joanasie (interpretation): Thank you, Mr. Chairman. Thank you and welcome, Minister Peterson and your officials. In your opening comments on the last page, in the second last paragraph, it refers to all departments and territorial corporations. Let me read it. "All departments and territorial corporations must develop and report on meaningful targets for their Inuit employment plans." They have targets. What do they mean my "meaningful targets"? Can you explain to us what "meaningful targets" are for the departments and corporations? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you, Mr. Joanasie. (interpretation ends) Minister Peterson, "meaningful targets."

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Joanasie for the question. "Meaningful targets" would mean something that's achievable, not on such a high level that you couldn't achieve it in a one- or two-year period. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you, Minister. Mr. Joanasie, do you have more questions? Go ahead.

Mr. Joanasie (interpretation): Thank you, Mr. Chairman. To add to that question, we all know that the number of Inuit employees in the government is not really increasing and it's not really

decreasing, so it seems to be stuck at one level. Will it be like that every year that we won't even be able to increase it by 1 percent? Do you think that your "meaningful target" for 2017-18 will just stay at 50 percent? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Let me remind you that you can ask your questions when we get to that item in the page-by-page review. I just asked if you have any requests for clarification on the opening comments, but you can ask your detailed questions when we get to the page-by-page review. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Joanasie for the question. The Department of Executive and Intergovernmental Affairs has developed plans for working with the departments and there are plans with resources to achieve those targets. I can't speak to whether they're ready for implementation. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Does anyone else have a request for clarification on the opening comments? I have no more names on my list. Do you have a request for clarification? Mr. Okalik.

Mr. Okalik (interpretation): Thank you, Mr. Chairman. In the opening comments on the second page, the third paragraph states that public servants have to follow Inuit societal values. Can they explain what they mean by that statement? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. Code of Values and Ethics is quite simple. It sets out the parameters for the Government of Nunavut, all employees, public servants, managers, public service senior managers, supervisors, and deputy ministers to follow in the operation of providing services to the public. It covers such areas as conflict of interest, workplace harassment, and standards of work. It's very general, but it provides an outline.

If anyone has any questions about it or where it is, it's located under the Department of Finance website. I believe, as Mr. Okalik will recall, we passed out handbooks last year or the year before for all Government of Nunavut employees. It's a small, little handbook, if you don't want to look on the website. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Okalik.

Mr. Okalik (interpretation): Thank you. That doesn't answer my question, Mr. Chairman. Maybe if I read it in English, you will get it more clearly.

(interpretation ends) "The Code of Values and Ethics is an important tool in helping ensure a high standard of conduct for all Government of Nunavut public servants that affirms Inuit societal values."

Can the minister please explain how that is measured? How are Inuit societal values implemented in this practice?
(interpretation) Thank you, Mr. Chairman.

Chairman (interpretation): Thank you, Mr. Okalik. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Okalik for his clarification. Mr. Okalik has probably read the Code of Values and Ethics. I'll just read it out for him. It's on page 3. It sets out the values and guiding principles very clearly. "This Code is founded on the following broad Inuit societal values" and there are a) to h). "Falling under these broad values are the following more specific guiding principles" i), j), k), l), m), and n). It's all written there for anybody that needs clarification. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Do you have any more questions? Mr. Okalik, are you done? Are there any more requests for clarification on the opening comments? Mr. Akoak.

Mr. Akoak: Thank you, Mr. Chairman. Good afternoon to the ministers and staff. On your second last paragraph, the fourth line, "We have established directives for internal and restricted competitions, including competitions for beneficiaries only." I just need clarification on that. Thank you.

Chairman (interpretation): Thank you. (interpretation ends) I wonder if this question will be answered in the next few days during our deliberations and discussions. If you want, Minister Peterson, go ahead.

Hon. Keith Peterson: Thank you, Mr. Chairman. I think Mr. Akoak and everybody know that Article 23 is a priority for the government. It's in the *Nunavut Land Claims Agreement*. We must abide by that article. We ensure that beneficiaries get priority hire on the competitions. It's as simple as that. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Are there any more requests for clarification? Mr. T. Sammurtok.

Mr. Tom Sammurtok (interpretation): Thank you, Mr. Chairman. On page 2 in the first paragraph, it talks about training that was provided to senior managers. It further states that "Our goal is to ensure that all management and employees of the Government of Nunavut receive the training." I would like to know when the training is going to take place. Are we going to see it in the report? When is the training for the public servants going to take place? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. I believe that is one of our prepared questions, but if Minister Peterson would like to respond, I give him an opportunity to do so. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. T. Sammurtok for the question. I'm not quite sure what he is referring to on the page, but if he's referring to workplace harassment training, it has been underway for quite some time now. I think we started earlier this year and it's ongoing. There will be more training this week. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. T. Sammurtok.

Mr. Tom Sammurtok (interpretation): Thank you. He didn't respond to my question, but I will ask it when we get to the detailed questions. Thank you.

Chairman (interpretation): Thank you. I have no more names on my list. We will move on to the tabled document. I would like to begin with Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Thank you for recognizing me. I guess my first question is really about the department of HR itself.

In 2011, a report titled *A Framework for Results: Systemic and Structural Reform, Government of Nunavut* recommended that "...Labour Relations, collective bargaining, collective agreement administration and management of the Human Resource information system should be transferred to the Department of Finance."

However, the report also recommended that "The Department of Human Resources would remain as a stand-alone department." Why was the department dissolved as a standalone entity? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. As a reminder to the regular members, if you have any questions, please show your hands and we will keep a list. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Ms. Angnakak for the question. I'm not sure how to answer that. Ms. Angnakak, of course, was an executive assistant to the Minister of ED&T at the time and now the Premier, so she will be fully aware of a lot of the decisions.

We follow the cabinet processes handbook. We took that information, our own internal information, and other reports over the years and it was determined that the Department of Human Resources had to be dissolved and its functions absorbed into Inuit employment, training and development, into Executive and Intergovernmental

Affairs, and then labour relations, staffing and recruiting into the Department of Finance. We went through quite a long process.

As Ms. Angnakak will recall, I made the announcement of restructuring in Budget 2011 and then again in Budget 2012. During those two years, we met regularly with Full Caucus and we met regularly with cabinet to follow the processes and there was a full and open discussion leading up into the main estimates for 2013-14 where the Department of Human Resources completely dissolved. As of April 1, 2013, we assumed 60 percent of the department. There were internal decisions with a lot of consultations with all the MLAs and ministers at the time, and many government officials who worked very closely with or are very familiar with human resources. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. The minister is right, I was an EA, but he was in the cabinet making those decisions. For the record, I was not involved in this process, so I don't understand.

I didn't really hear a real answer why it was dissolved. I heard that you consulted and you did this and that, but the actual reason of what made that decision to be made to dissolve the standalone department when the Ken Lovely report actually recommended the opposite... . Why did you think his recommendation was not a good one to follow? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I'm not sure where Ms. Angnakak was back in those days, but I know my executive assistant gives me political advice going into cabinet meetings and Financial Management Board meetings.

All the EAs, all the ministers, and all the MLAs received a copy of the report, so there was no secret or hidden agenda. The Lovely report was simply one report. Consultants can give advice, but they don't make decisions. We looked at his advice, the dynamics of the day, other information, for example, the Auditor General of Canada's report from 2010, other documents, internal information, and a decision was made.

As I said, there was full disclosure that the Department of Human Resources should be dissolved and then the functions would move to Finance and other functions to EIA. The general feeling of the day was that by doing that, the human resources functions of the Government of Nunavut would be enhanced, more efficient, and more effective in achieving a lot of the goals we have to do as the Government of Nunavut, including Article 23. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. I think we have to remember about who had authority and powers to make decisions and who didn't.

What specific benefits have resulted from separating the management of the government's human resource functions into two separate departments? What have been the benefits? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Ms. Angnakak for the question. Well, it's pretty straightforward. EIA can concentrate on Inuit employment, training, and development, and then the finance department can focus on staffing and recruiting and also on labour relations. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Did you feel that with the department as a standalone, it couldn't achieve those goals and they had to be separated? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Ms. Angnakak for the question. I was just one of the ministers and one of the political officials of the day. As I said, there was lots of discussion in Full Caucus and Ms. Angnakak knows how that works. All the MLAs get the other ministers briefed. The cabinet briefs the MLAs to explain what we're doing and gain their support.

We went through the cabinet processes over the period of a couple of years.

Remember, Mr. Chairman, this wasn't just human resources. We took the cultural school and put it with Nunavut Arctic College and put sport and recreation with CGS and moved some other divisions around within the government to make them more efficient and more effective. We also created the Department of Family Services and then moved a whole bunch of divisions from other departments into one department.

This was part of the entire process over two years and we concluded that dissolving human resources and moving them into the two other departments would be more efficient and more effective for the government in achieving Article 23 and just being a more productive workplace. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Can the minister tell us what specific problems have resulted from separating the management of the two government human resource functions into two separate departments? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Ms. Angnakak for the question. She seems to be aware of problems or is concerned about problems. I'm not aware of any problems. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. I know and that's why I'm asking you. What specific problems have resulted from separating the management of the government's human resource functions into two separate departments? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Ms. Angnakak for the question. Mr. Chairman, at the time when we were doing this whole process and going through the various approval steps and then we got into the House, I recall at the time telling the listening public and officials in the government that we're not going to be looking for overnight success because it's just the nature of government. The decisions we make in the government could take one, two, three, or four years to work their way through the system. Ms. Angnakak would understand that. When you're doing organizational changes, it takes time.

When the restructuring occurred in all the different departments, it was the responsibility of our officials to make things work. They worked at the Deputy Ministers' Committee. The Central Accountability Committee meets internally to work out any kinks. You're going to hear hiccups and issues, but to me, they're not problems that can't be overcome with some solutions. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Perhaps the minister can give

us some specific examples of what kinds of challenges they've had to overcome because the human resources function was put into two separate departments. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: I thank Ms. Angnakak for the question. She is asking me for a list of challenges, but we're not aware of any challenges. If she is looking for any kind of minor issues that we have been dealing with, the day-to-day stuff, I can certainly ask my deputy minister to respond. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) Mr. D'Arcy, did you want to respond? Go ahead, please.

Mr. D'Arcy: Thank you, Mr. Chairman. We haven't noticed any particular difficulties in terms of training and development going over to the Department of Executive to work hand in hand with the Inuit Employment Plan. In fact, we have seen good economies of scale through this division of labour.

The Department of Executive concentrates on Inuit employment and bringing more beneficiaries into the system and, at the same time, is able to identify training and development opportunities and is continuing along doing that. It's part of the Human Resource Strategy, as we know. All of that is coordinated through the Building Capacity Committee that Mr. Chown actually chairs or co-chairs.

On our side, it allowed the Department of Finance to concentrate on staffing of

positions, but also assisted us in looking after our regions where staffing and the financial function coexisted in Cambridge Bay, Rankin Inlet, and Igloolik. That allowed us to have better oversight and better continuity with those regions.

Also in headquarters, we tied together staffing and compensation and benefits. It assisted us with the computer program that we had and it made several economies of scale inside the administration that we think made better processes all the way around.

I know that I haven't talked about difficulties. There haven't been any specific difficulties in terms of creating the split, if you like. We certainly worked very hard to ensure all employees were informed about what's going on. We had several meetings and videoconferences. If there were any minor administrative tweaks that had to happen, it happened through Mr. Chown's Building Capacity Committee. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Just in light of your last comments, when we talk about staffing and employee relations and training, from the government's perspective, what problems, if any, would result from coming back and combining its training and Inuit employment functions into the same department as its staffing and employee relations functions? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I didn't understand the question. Mr. D'Arcy claims that he understood it, so I'll ask him to answer the question. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. D'Arcy.

Mr. D'Arcy: Thank you, Mr. Chairman. On one level, if directed to do so, we will obviously be able to bring the functions all together and create another department or bring them all together under the Department of Finance. We don't feel at this point in time that that would be necessary.

We think, again, there are good economies of scale that have been developed through allowing people to concentrate on the Inuit Employment Plan, as well as training and development, as well as allowing ourselves to concentrate on the staffing of our public services and also the behind-the-scenes administration of staffing with compensation, benefits, and pay.

Obviously it can be done, but we believe that for now anyway, this is achieving the objectives that we had hoped. At least within the bureaucracy, we're not contemplating any changes at this point. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. In light of your comments there, we're talking about different departments. Some of the government's human resource functions fall under the Department of Finance, like you said,

and some of the government human resources functions fall under the Department of Executive and Intergovernmental Affairs.

Who is ultimately accountable for the overall management of the government's human resources? Is it the Minister of Finance or is it the Minister of Executive and Intergovernmental Affairs? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. Under the *Public Service Act*, I'm responsible for the overall human resources for the Government of Nunavut. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. It could get a little confusing to the public on who is doing what.

A number of Canadian jurisdictions, including the federal and the Yukon governments, have arm's-length public service commissions. What considerations have been given to introducing this model of human resource management? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. We have looked at all the other provinces and territories to see what models... . Some have public service commissions and some don't. What I understand from public service

commissions is that they totally remove pretty much any control of human resources from the government whereas if they're with the government itself, if the human resources functions are within the government, then there is more control. There are pros and cons to every model, as Ms. Angnakak said earlier. Our model is the model that we put in place on April 1, 2012. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Perhaps it's a good thing to think of. Maybe trying something different might achieve some good results, even at arm's length from the government.

The 2011 report titled *A Framework for Results: Systemic and Structural Reform, Government of Nunavut* recommended that "Full staffing authority should be delegated immediately to the major departments of Justice, Finance, Health, Education and CGS." To what extent has the government acted on this recommendation?

Before you answer that question, when we talk about full staffing authority, can you just provide a definition of that for everybody listening today? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Ms. Angnakak for the question. Under my authority, I can delegate authorities to different departments and to corporations. For

example, in the Department of Education, we have delegated authority to hire teachers. To the Department of Health, for example, we have delegated authority to hire nurses and, more recently, delegated authority to dismiss nurses. Over at the Qulliq Energy Corporation, they have all their own HR functions. Thank you, Mr. Chairman.

Chairman (Mr. Mikkungwak): Thank you. Following the list of names, Mr. Qirngnuq.

Mr. Qirngnuq (interpretation): Thank you, Mr. Chairman. When it comes to employment opportunities for either Inuit with or without private homes, it is difficult to decipher which one will succeed.

We have raised questions about the percentage. I don't know the equivalent wordage in Inuktitut. If our government of Nunavut is going to attain the 85 percentile hiring of Inuit beneficiaries, then that means 698 of the workforce positions would be non-Nunavut residents in the public service.

Now, if that percentile was to be realized, then this (interpretation ends) ethics officer (interpretation) position would no longer be required. In deliberating on this issue, I want it clarified and thus the reason for my question, Mr. Chairman. Thank you.

Chairman (interpretation): Thank you very much. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Qirngnuq for the question. The ethics officer is an independent officer under the *Public Service Act*. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Qirngnuq.

Mr. Qirngnuq (interpretation): Thank you, Mr. Chairman. That's the way I understood the role of the ethics officer, but maybe I misunderstood it. Once the employee is put in place, will they have staff in the communities? That is my question. Thank you.

Chairman: Thank you. Mr. Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I'll have my deputy minister explain the role of the ethics officer. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. D'Arcy.

Mr. D'Arcy: Thank you, Mr. Chairman. I'm going to start with an apology. I've got a bit of a cough, so I now have a cough candy in my mouth, so I hope that the people will understand me.

The ethics officer, much like the Integrity Commissioner, is a separate and distinct independent officer of the government as per the appropriate section of the *Public Service Act*.

He doesn't have staff. However, our employee relations staff provide administrative assistance only to the ethics officer. The ethics officer himself either works through our Employee Relations Division or he goes directly to the deputy minister that is responsible for whatever file he may be working on at the time. He does not have staff and we will not be creating staff for the ethics officer. Due to that, he will not be staffing positions in communities.

That said, if a person would like to contact the ethics officer and they don't

know how, they can certainly approach any government employee, the government liaison officers in communities, and of course any of our finance staff. Thank you, Mr. Chairman.

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

Mr. Qirngnuq (interpretation): Thank you, Mr. Chairman. I thank you for being able to respond to my question. Another question I have is: once this is in place and the ethics officer is working, how many times a year would he be visiting the communities? That's my question, if it makes sense. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Qirngnuq for the question. Mr. Chairman, the ethics officer travels as and when needed. He doesn't visit communities as a regular thing. It would depend on the nature of the investigation. A determination is made case by case. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Qirngnuq.

Mr. Qirngnuq (interpretation): Thank you, Mr. Chairman. I would like clarification. It will be an independent officer outside of government. There are different employees in the communities, for example, the Department of Health, the Department of Education, the hamlets, the Co-Op, Northern stores, or the HTOs within the communities. Will they be looking at all of those aspects? Will they be identified by the ethics officer? That will be my last question for

now. Thank you, Mr. Chairman.

Chairman: Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Qirngnuq for the question. The ethics officer only deals with Government of Nunavut employees. If any government employee or public servant has an issue of wrongdoing, they can contact him by his toll-free number, email, and/or in writing and he will respond to them. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Following my list of names, Mr. Shooyook.

Mr. Shooyook (interpretation): Thank you, Mr. Chairman. I also wish to extend a welcome to the Minister of Finance and his officials from the department. Welcome to the Committee of the Whole.

I wish to direct a few questions related to what I read. On page 7 of the 2014-15 *Public Service Annual Report*, it states that only 11.7 percent of the government's positions were filled by male beneficiaries of the *Nunavut Land Claims Agreement* as of March 31, 2015. Approximately two-thirds of the government's positions were filled by female beneficiaries and non-beneficiaries.

What consideration is the government currently giving to providing additional preferential hiring consideration for male beneficiary applicants? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you very much. Mr. Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Shooyook for the question. I recall when I was an MLA that we had similar questions back in the Second Assembly. There seemed to be a high number... . The issue there where male beneficiaries versus male non-beneficiaries are being hired, especially here in Iqaluit, there are a lot of vacancies.

What we hope to do through the tabling and implementation of the 2014-18 *Human Resource Strategy*, which all government departments and territorial corporations agreed to, is implement training and employment plans through those organizations and, as I said earlier, set reasonable targets. The Government of Nunavut is committed to Article 23. We want to recruit people and train them, get them in and train them along the way so that they can move up into the higher level positions and then open up positions below so that more people can come in. That's what the strategy is intended to do.

It's into the third year now. As far as I know from what I have been told by my officials, the departments and territorial corporations are working hard to implement the recommendations. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Shooyook.

Mr. Shooyook (interpretation): Thank you, Mr. Chairman. I thank the minister for clarifying the issue. I have a concern that our livelihood and culture is more a western society today compared to the past. I am quite concerned when men

and women were treated differently, particularly females.

Are you going have things established where, for example, females will be placed higher in employment opportunities in perpetuity? Did I understand that the male beneficiaries will be given opportunities to be put in higher managerial positions? Can you clarify that for me? Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Shooyook for his question and astute observations.

If I could go back several years, probably even pre-Nunavut, there was recognition that if you form a new government, you will require public servants at all levels to deliver the programs and services to Nunavummiut. There probably should have been a very large investment at the time into training and development and encouraging kids to stay in school.

When Nunavut was established, it was fairly easy, I think, in the first few years to staff positions. You can see in the report the lower level administrative type positions were available and they were quite easily filled, and then the government struggled to fill the mid-management, semi-professional, and professional positions and have struggled pretty much since 1999 to do that.

In fact, the Berger report in 2006 identified Article 23. As Mr. Berger said, Article 23 remains a priority. To achieve the 85 percent target, there is

going to have to be a very serious investment in training within the government and Nunavut. We encourage all our kids to stay in grade 12 and then go on to college, university, or trade school. We want to move people up into those higher level positions.

In fact, in the Office of the Auditor General report in 2010, paragraphs 8 and 9, she identified that again as a problem. The low levels of graduation in the high schools was an issue because the kids weren't getting to grade 12 and then graduating and going onto college and university, so then you weren't being able to fill those professional, semi-professional, and senior management ranks.

It was very fortuitous for the Government of Nunavut when NTI and the Government of Canada settled last year on an out-of-court settlement. There's a commitment by NTI and the Government of Nunavut to working together now to prepare plans for some significant investment in training for Inuit so that they can qualify for the higher level positions in the Government of Nunavut. That's an ongoing process.

I know it's a long answer, but if I go back in time, I think there should have been more effort and investment in human resources and training and education at all levels to prepare people for the jobs. The fact that we keep adding jobs and adding more jobs every year that people can't fill is not helping the situation. Thank you, Mr. Chairman.

Chairman: Thank you. Mr. Shooyook.

Mr. Shooyook (interpretation): Thank you, Mr. Chairman. I also thank the

Minister of Finance for clarifying that. I still have a concern in regard to employment and traditional knowledge and practices. As Inuit, we learn everything by observation. It is from hands-on experience, whether it is fixing snowmobiles and automobiles. It is just pure observation without using the written word that they master trade skills.

Can higher level on-the-job training be done through traditional learning without having to go through academic school? It would save a lot of money and enable Inuit to learn higher level jobs. They can learn how to maintain an engine. It's likewise with a job position for managerial and higher level positions.

Can you commit to consider incorporating traditional knowledge of Inuit? Even though a beneficiary does not go through academic school, they can be trained on the job in the workforce. Is one of your goals to train beneficiaries on the job following traditional knowledge?

Inuit learn best by watching. I would like nothing better than to see the government achieve this so that we can place beneficiaries in managerial positions. It may be how we can finally increase the number of beneficiaries at the managerial and higher level positions. Thank you, Mr. Chairman.

Chairman (Mr. Enook)(interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Shooyook for the question. I agree with him that on-the-job training is very valuable. In any organization, you can learn if you have a

mentor/teacher that can show you how to do the work and get some positive feedback; you can learn a lot.

Through the Human Resource Strategy, EIA and Finance are working on on-the-job training and will under-fill positions. For example, you might not be fully qualified for a position and will under-fill a position and then they train you to fulfill all the duties of the job. There's another program called co-op programs where the departments will take people in and they will train you on the job to give you experience.

We also actively encourage the Summer Student Employment Equity Program where we will get summer students from grades 10, 11, and 12, university students, and college students to gain summer... . They will come back and work from two months to four months in the summer and gain experience so that when they do graduate from grade 12 or college or university or trade school, they will have experience to qualify for jobs.

EIA is working on a management development program to train people to be managers. Work is underway and we're very committed to what Mr. Shooyook is suggesting. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Shooyook.

Mr. Shooyook (interpretation): Thank you, Mr. Chairman. Thank you for providing a very interesting response. This will be my last question. I know some Inuit are very capable of taking on these positions. I have seen some Inuit who are very capable, but I see those

who are less capable get the higher level jobs. We need to pay close attention to ensure that Inuit are promoted based on their skills.

Some Inuit can be qualified to take on a higher level position after some training. As a government, we need to pay attention to ensure that job promotion in Nunavut for Inuit beneficiaries does take place. This is why I am in full support in assisting my fellow Inuit. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Shooyook for the comment and question. I've got friends back home in Cambridge Bay that I know are very qualified for a lot of things. If I need things fixed, sometimes I call my close friend James for a quick fix on my computer or snowmobile.

People do have a lot of experience in different areas that they have gained over the years. If they don't have certificates, degrees, or diplomas, but if we can provide them with assistance to develop their resumés so that when they do apply, at least we know what their equivalencies are and what experience they have, it will make it easier for them to at least be considered for jobs in the Government of Nunavut. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Following the names on my list, Mr. T. Sammurtok. I had two names on my list at the beginning and I apologize. Mr. Joanasie.

Mr. Joanasie: Thank you, Mr. Chairman. Going back to the discussion about the organizational structure and the changes that have happened over time, the first question I want to ask is the department of... . Back then it was called the Human Resources Priority Hiring Policy, which I understand falls under the Department of Finance now. Is this still the case or does this policy belong under EIA? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Joanasie for the question. Yes, it is the Department of Finance's policy and it's embedded in the *Public Service Act*. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Joanasie.

Mr. Joanasie: Thank you, Mr. Chairman. With what Ms. Angnakak talked about, the split with Inuit employment had been taken over by EIA and the training aspects, but now they seem to go hand in hand with Article 23 and priority hiring. How often do you work with EIA or our Premier on the Priority Hiring Policy in relation to Inuit employment plans? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Joanasie for the question. Mr. Chairman, as the Department of Finance and EIA, I would like to say that we work daily, but I'm

going to say that we work almost daily together on priority hiring and the Inuit Employment Plan. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Joanasie.

Mr. Joanasie: Thank you, Mr. Chairman. I got this copy of the policy from your website and this one expired June 30, 2014. Are there plans to renew this policy any time in the near future? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I apologize. I thank Mr. Joanasie for the question. Yes, it's on our website, it has expired, but we continue following it. It is in the process of being renewed. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Joanasie.

Mr. Joanasie: Thank you, Mr. Chairman. Can he indicate when we can expect to see a renewed policy? Before the end of our term or would it be...? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Joanasie for the question. We're not contemplating a change to the policy at this time. We will just renew it and it will go back up on the website. They usually go up for a period of five years and then there are deadlines and then we have to review. It

has been reviewed and we will be putting it up on the website as soon as possible. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Joanasie.

Mr. Joanasie: Thank you, Mr. Chairman. Yes, I dug up some information from the website on this policy and how many revisions or renewals it has gone through. There was one in 2002, 2005, 2007, and I guess the latest one, which was revised in 2011, and now it's 2016. I think it's due for some revamping.

Looking at the GN's Inuit Employment Plan targets, I was trying to get clarification on there earlier. Until March 31, 2017, it's at 51 percent and right now, we're at 49.9, I believe, if my math is correct. That means you're trying to get roughly 17 new Inuit employees to take up government jobs over a year. Is my math correct? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I think I should hire Mr. Joanasie to come work in the Department of Finance with his calculator. Thank you for the question, Mr. Joanasie. Yes, we believe it's doable, but it is going to be quite a challenge. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Joanasie.

Mr. Joanasie: Thank you, Mr. Chairman. I want to also highlight from your *Public Service Annual Report*

2014-15 on page 12 under Internships, it says, "Since 2001, 23 interns have graduated from the Sivuliqtiksatsat (on-the-job) internship program..." I don't know if that's low or not. I believe that we keep bringing it up that there are these internships or opportunities for advancement for our Inuit employees. What are the barriers that are just waiting the Inuit employees to take up these senior, higher level positions? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Joanasie for the question. One of the objectives of this revamped public service annual report was to generate discussions and questions like Mr. Joanasie has asked because it provides more data than in the past.

I'm going to ask Mr. D'Arcy to answer the question. Thank you, Mr. Chairman.

Chairman: Mr. D'Arcy.

Mr. D'Arcy: Thank you, Mr. Chairman. One of the things that were identified earlier on is it was difficult to fill intern positions. For a few years, the Department of Executive had 16 intern positions and it was difficult to find people who were able to complete the internship. It's one of the major focuses of the new leadership development program of the Department of Executive that we rolled out in the training and development system just last year. This year, it had its first intake. There's good interest now in the internship program. I believe it's close to being full subscribed or oversubscribed.

Certainly one of the challenges was developing a program that people would be interested in pursuing, something that wasn't too difficult for people to be able to get through and something that they can go home at the end of the day and be pleased that they were pursuing this internship. That took a little while to develop, but we believe that we're there now and that we should see some good results over the next couple of years as we go through the first phase and shortly the second phase of these programs. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Joanasie.

Mr. Joanasie: Thank you, Mr. Chairman. Thanks for the response. I want to dive into the Inuit Training Corporation a little bit. It was announced on October 22, 2015 and the Premier sits on that board along with the Minister of Education. As of today, how many meetings has this board held and what was decided at these meetings? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Joanasie for the question. Unfortunately the Department of Finance isn't involved in the corporation and we don't have that information to provide to Mr. Joanasie. Thank you.

Chairman (interpretation): Thank you. Mr. Joanasie.

Mr. Joanasie (interpretation): Thank you, Mr. Chairman. (interpretation ends) I don't know if the minister will be able

to answer this next question; it's kind of related to the same topic. As part of the settlement agreement the Premier co-signed with the federal Minister of Northern Affairs and the president of NTI, they each would establish a central Inuit employment and training coordination office. Has this office been established and what's the status of this work? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Joanasie for the question. Again we don't have any details. I do know that the Premier and the Minister of Education have been working with NTI. As recently as within the last few days, they've had a meeting. I don't have that level of detail, but I can provide that information. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Joanasie.

Mr. Joanasie: Thank you, Mr. Chairman. Let me go back to the Priority Hiring Policy then. Maybe you can answer some questions on that.

Under the policy on page 2, it says the provisions, "...beneficiaries who meet the qualifications required for a position will be given priority over all other applicants." Does the Department of Finance keep track, let's say, on an annual basis the number of times you have employed this provision? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Joanasie. It's done for every single competition that's run in the Government of Nunavut. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Joanasie.

Mr. Joanasie: Thank you, Mr. Chairman. I'm going to stop here for now. I have other questions, but I'll have to collect my thoughts on it. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) I'm not adding the extra time to the second go-around.

>> *Laughter*

Mr. Joanasie.

Mr. Joanasie: I'm sorry. Thank you, Mr. Chairman. What I'm trying get at is if there is a figure that is out there. I couldn't find it, but maybe it's in here in some of these documents or in annual reports. Let's say that there is an X amount of competitions for 2014-15 and an X amount went to beneficiaries using this Priority Hiring Policy. Is there that figure you have handy? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Joanasie for the question. To the best of our knowledge, that information has never been tracked and we aren't tracking it. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Joanasie.

Mr. Joanasie: Thank you, Mr. Chairman. Why hasn't it been tracked? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Joanasie for the question. I'm not sure why because we track all kinds of information. That particular item or statistic has never been tracked. It's not something that we can't do; it's just never been done. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Joanasie.

Mr. Joanasie: Thank you, Mr. Chairman. Thank you for that response. Perhaps maybe in future annual reports, we can get that highlighted just so we can see how many times that provision has been used. I'm going to stop for now, but I'll have other questions later. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Moving forward, Mr. Okalik.

Mr. Okalik (interpretation): Thank you, Mr. Chairman. I would first like to thank Ms. Angnakak for bringing this issue up through this motion. This is not a new issue and it crops up frequently. We get approached by employees about these work-related issues.

My first question is in regard to setting up the office, which was brought up. Nationwide we usually have the standalone human resources department.

Why is it that it's under the Department of Finance? There is \$1.5 billion that's under the control of the Department of Finance, which includes the requirement to account for the expenditure of these funds, yet we have the need to manage the human resources sector on top of this requirement.

Why do these two requirements have to be combined when you have a full workload? Human resource management is very important. Why does the department have to take on this responsibility when it is carried out externally everywhere else in Canada? That is my first question. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. In fact, Mr. Okalik is wrong. In other jurisdictions, there are human resource departments within the Department of Finance or treasury board. For example, there would be Alberta.

As I said in response to Ms. Angnakak, Mr. Okalik will understand that governments make decisions. Unlike some other decisions in the past, we went through a very long process. It was very well considered. We followed the cabinet processes handbook. As I said, we consulted with the Full Caucus and government departments, followed all the steps, and went through the main estimates process.

It was felt that Finance would be best to take labour relations, staffing and recruiting and set the functions up under the Department of Finance and then EIA

would take, as I said, training and development and Inuit employment. Both departments could be more efficient and effective in achieving our objectives here as a government. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Okalik.

Mr. Okalik (interpretation): Thank you, Mr. Chairman. This is something we have already attempted and it has been contentious in that some employees are passionate about the initiative. What the government attempted in past Assemblies is not necessarily applicable to this current government. We have the authority to either accept or deny the recommendations as a new government, thereby the need for further review requires careful forethought and I am in complete support of this initiative.

We continue to learn as a new jurisdiction, especially from our fellow northern governments, related to the Yukon government in this case, who have a process I would love to emulate. Why hasn't this government undertaken that type of initiative? The barriers we face today are continually evolving and we continue to get visitations. That is why I wonder if these can be transparent so that we see a more conducive and amenable process that allows us to make changes. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. The report of the Auditor General of Canada for human resource capacity was tabled in 2010 and that covered a period from January 2004 to

August 2009. I have it right here in front of me if anyone cares to look. I got it all marked up. There are all kinds of issues there. She was concerned about the Department of Human Resources and its ability to achieve government objectives. I recognize that every government is different and as such, every government can make their own decisions about how to operate.

At the risk of repeating myself, I announced in Budget 2011 that this is what we should do and we started that process. We followed it for two years and announced it in subsequent budgets. It went through the cabinet process. It got approvals at all levels and extensive consultations. There were no backroom, secret deals that were going on. We did it in Full Caucus and we did it in the House. There was ample opportunity at the time these decisions were being taken for MLAs to disagree or object. The decisions were made and when they were made, we implemented the recommendations. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Okalik.

Mr. Okalik (interpretation): Thank you, Mr. Chairman. I am not placing blame on anyone in any manner nor am I implying covert decision-making by this government, but rather I am trying to ascertain better and more effective means of dealing with these issues while on this matter. We have to review better practices that are successful in other jurisdictions and that should be our focus in order to accrue better benefits to this government. Further, we ought not to blame past administrations. Nonetheless,

we have to explore ways to provide more assistance to our government.

That is why I have no faith in this system when they are separated between training and human resources. Whenever a gap occurs that is intimately related to the separation of offices, it is almost impossible to move any initiative forward. That is why separation of closely linked responsibilities associated to Inuit employees is something I can never support. I ask if this can be studied in more detail in our future, as it can provide substantial benefits to our future employees. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I disagree with Mr. Okalik's comments. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Okalik.

Mr. Okalik (interpretation): Thank you, Mr. Chairman. We have gone through this. Sometimes when we separate two, it's hard to work together. Training of Inuit in one department and the other in another become an impediment. I think it's better if we put it together. I would like to see them put back together under one roof. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. I didn't hear a question. As the Chair, if I may rephrase his question, Mr. Okalik was asking Mr. Peterson about the possibility of looking at this structure. Mr. Okalik is concerned about the two being separated into two departments. Can you re-examine this decision? (interpretation ends) I think that was the

simple question and Minister Peterson, will you reply to that? (interpretation) Thank you.

Hon. Keith Peterson: Thank you, Mr. Chairman. I explained before that the Auditor General of Canada, no less of an authority than Madam Sheila Fraser, who I met personally and talked about this report, said that she had grave concerns with the structure of the human resources department. She says right in that report that changes have to be made in order to achieve any objectives. The Government of Nunavut looked at her words very seriously, and then we engaged Mr. Lovely and his report and restructured the government.

I have nothing to hide. I am only interested in improving the efficiency and effectiveness of the government, achieving the objectives of Article 23, and having a happy and productive workplace. We brought over the staffing division and employee relations into Finance there as a group and then Inuit employment staff are over in EIA. I don't know why he's hearing lots of complaints; I haven't been hearing lots of complaints.

I also said at the time that it's going to take a couple of years, two or three years longer, to make sure all the changes... . We have been updating the Government of Nunavut's *Human Resources Manual* directives that were outdated, implementing new ones. Thanks to Mr. Okalik for supporting some of them when he was on our cabinet.

We're trying to create an operation that will fulfill the objectives of Article 23, having eventually 85 percent Inuit

employment. It's as simple as that, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Okalik.

Mr. Okalik (interpretation): Thank you, Mr. Chairman. He indicated that I supported this as a cabinet member. I was urging them to hire more Inuit. I had my concerns and I didn't agree all the time, as was our practice, and I always informed the minister about that. My earlier commentary was never taken into consideration and that is why I rarely agreed with the assessment and I referred back to it, as it was mentioned.

Again, as per my earlier comments, there are jurisdictions that have exemplary human resource departments outside of our jurisdiction, such as when I mentioned the Yukon government model. Can we request comprehensive reviews of human resource management and training for aboriginal people to become more successful? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Okalik for his comment. I don't know why everybody is fixated on the Yukon government's Public Service Commission.

I got all the provinces and territories here and there are pros and cons to all of them. We have our pros and cons. Yukon has their pros and cons. Ontario has their pros and cons. I could go on and on. It's your unique circumstances and Nunavut has unique circumstances too. We have put in place a structure that

we believe will lead to more efficient and effective human resources functions and ultimately achieve the goals and objectives of Article 23.

At the same time, we have been putting structures in place and we've got better reporting, more informative and accurate data now. We developed workplace harassment training. We've got the ethics officer. You just saw his report yesterday. We're doing a lot of good things in the Government of Nunavut and ultimately, I believe it's going to work out for us. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Okalik.

Mr. Okalik (interpretation): Thank you, Mr. Chairman. I don't want to expend my precious energy on a fruitless endeavour, but if any concerns crop up on their table related to financial management or human resources, which priority will win? It lists the Department of Finance in this regard and I do not wish any further burdens on the heavy workload already prevalent in their offices. That is why I am aware of the additional responsibilities the minister wishes for, but I prefer to see more visible suggestions related to the planning required here. Thank you, Mr. Chairman. That's it for now.

Chairman (interpretation): Thank you. I believe that's just a comment, Mr. Okalik. Yes. At this time, (interpretation ends) did you want to respond, Minister Peterson, to that comment? Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I appreciate Mr. Okalik's

concern for the Department of Finance and I guess ultimately to me as the minister responsible, but you don't hear me complaining. We're working hard. We have a lot of hard-working people in the Department of Finance. We have been producing all of our financial reports, main estimates, capital estimates, and capital carryovers, paying our bills, balancing our budget, and working hard on all aspects.

At some point, through our main estimates and business plan, we may ask for more staffing consultants because that will assist us to improve delivery of the staffing of positions. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. I'll continue with my list of names. Mr. Akoak.

Mr. Akoak: Thank you, Mr. Chairman. For some reason, I'm losing my voice today, so bear with me.

When will the government be introducing an updated Nunavut Nursing Recruitment and Retention Strategy? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. That caught me off guard there. I think that was from my health department days when I was the health minister. I remember that. It was a five-year strategy put in place by this second government to carry over into the third government to address indeterminate nurses and try to get more indeterminate nurses. I don't have the information on that, Mr. Chairman. Thank you.

Chairman (interpretation): Thank you. Mr. Akoak.

Mr. Akoak: I'll go on with another question. Thank you, Mr. Chairman. What specific actions is the government currently taking to reduce its use of casual employees and relief workers? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Akoak for the question. I'm going to ask my Comptroller General, Jeff Chown, to respond to that question. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Chown.

Mr. Chown: Thank you, Mr. Chairman. Within the Government of Nunavut, we're always going to have a need for casual employees. That's never going to go away. That said, we continue to use our best efforts to bring those casual employees into our ranks. In fact, in this past year, a little over 150 casual employees moved from casual ranks into the indeterminate ranks of the government, which shows just what we expected. Casual work is a stepping stone for employees into the permanent ranks of the government. I think that's good news.

All employees who are casual for more than four months require union approval, where they're union employees, in order to be approved for an extension of their casual internship. Where our employees are going casual beyond a year, the Department of Finance actually requires

substantiation from departments as part of the submission of the casual staffing action explaining why casuals are going to be casual beyond a year and what efforts they're making to bring those employees into the ranks on a permanent basis. We have controls there to monitor and encourage employees to come in and we will continue to maintain those controls. Thank you.

Chairman (interpretation): Thank you. Mr. Akoak.

Mr. Akoak: Thank you, Mr. Chairman. I was at a meeting in Cambridge Bay with the mayors meeting. There was concern that they were having a hard time hiring indeterminate nurses. I am wondering if the travelling nurses are relief workers also. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Akoak for that question. I believe that we have delegated the hiring of nurses to the Department of Health. I believe they have a combination of indeterminate nurses, which are permanent, and as every health centre needs to have a complement of nurses, they use agency nurses and they will use casual nurses. The Department of Health has been delegated the authority and it's through them that they make decisions on how to hire their nurses. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Mr. Akoak.

Mr. Akoak: Thank you, Mr. Chairman. If you can correct me if I'm wrong, Mr. Minister, the Kitikmeot is having a hard time hiring long-term nurses. All they are doing is hiring agency or contract nurses. Am I correct? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Mr. Akoak for the question. I don't have the details of all the nurses in all the health centres in Nunavut, never mind the Kitikmeot, never mind Cambridge Bay. I do go to the health centre from time to time and I do see the same nurses over and over. I have no way of knowing whether they're agency nurses or casual nurses.

As I said earlier, every health centre has to have their complement of nurses. I remember when I was the health minister a couple of times, there had to be one or two nurses on certain points, so they had to bring in agency nurses. I don't have any information on specific health centres or what the numbers are of agency and casual nurses versus intermediate nurses in the Kitikmeot. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Moving on. Ms. Angnakak.

Ms. Angnakak: Thank you and I have been given more minutes.

I wanted to go into a little bit about some departments that had very low beneficiary numbers. I have spoken to some in some division within departments that might have one. When that happens and you have a policy of

having Inuit employment that this should apply, like you said, to every job application, yet you find divisions where some of them are data entry; we're not talking about "You've got to be a rocket scientist" or something.

What does the department of HR do in those circumstances? Is there a flag that's raised? Are you concerned? How do you work with that department or that division? Do you work with that division to try and address the low numbers and, if you do, what kinds of steps do you take with that department and how often does that happen? Thank you very much, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Ms. Angnakak for the question. As I said since we started, Article 23 is our priority. We have implemented the 2014-18 *Human Resource Strategy*, which never existed before, and all departments and territorial corporations are committed to it. It's their responsibility to implement the programs and recommendations in there to increasing Inuit employment within their departments or divisions. Each deputy head is ultimately responsible to the Premier for getting the numbers up.

I'm not involved in the day-to-day operations, so I'm going to ask my comptroller general to give us more details of how his officials work with departments and divisions to address the situations Ms. Angnakak mentioned. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. (interpretation ends) I believe you're asking Mr. Chown to reply. Go ahead.

Mr. Chown: Thank you, Mr. Chairman. The Inuit Employment Plan work is coordinated between departments and the Department of Executive. When the Department of Finance comes into this is helping to enforce and promote through the hiring process and the creation of jobs to ensure that barriers aren't there.

On the front end of the process when departments are developing job descriptions, our Job Evaluation Division works with those departments, reviewing the job descriptions, looking at what the employees' tasks are going to be, and then identifying what the knowledge, skills, and abilities for those positions should be. The departments generally do the initial development of their job descriptions. We work with them to ensure they're not inflating the experience requirements, but they're looking at what the real skills are needed to do the jobs.

Moving on from the job evaluation function, we then move on to the staffing process. At that staffing process, our staffing people work with departments on developing the screening criteria that are going to be used and linking those to the job descriptions, and then further beyond the core expectations you would have for knowledge, skills, and abilities for positions, looking at what types of equivalencies individuals may have. That's where we encourage them to look at other factors that will help improve the ability of beneficiaries to screen into competitions that may not have the specific educational requirements they might be looking for, but looking at

work experience and other experiences to help screen individuals into competitions.

At both of those levels, we work to remove the barriers that may otherwise inhibit the hiring of beneficiaries into positions. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Since I know that there are some divisions that exist like that where they have maybe one beneficiary, I know you have the processes in place, you've got Article 23, and you try and encourage your departments to follow that and you have a policy here that should be followed, but at the end of the day, there are cases where none of that is followed. How do you react to that? Is that something that your department would do? Would you go to that division and sit down with somebody there that's doing the hiring?

What I'm trying to get at is what actual engagement happens when there's a concern. Maybe nobody raises a concern. I don't know, but how do you provide real oversight over that and when people aren't following these, because we're not all angels, what happens? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Ms. Angnakak for the question. She says that she's not an angel.

We're quite rigorous on this. We make the departments follow it, but it has to come to our attention and to the comptroller general. He's a fairly senior ranking official. I have delegated authorities to him to come down hard on departments that aren't following it and perhaps I'll ask him to provide some additional information on how he does that. Thank you, Mr. Chairman.

Chairman: Mr. Chown.

Mr. Chown: Thank you, Mr. Chairman. Again, the Department of Executive would be the ones working with departments where, if they were looking at a department globally and they saw an area that seemed to suggest through their statistics that there might be concern with their hiring, they would work with departments in that area.

Again, as the Department of Finance, we provide the enforcement, as I was describing earlier. As far as departments not following that, there's actually not an option for them to do that. We require them to do those things that I was describing earlier. If we ran into a situation where a department was pushing back with regard to what was in a job description or what was going to be in the screening criteria, generally what would happen is that would elevate up to the director level within our divisions. If there was still pushback going on, it would elevate to me and I would have discussions directly with the deputy of the other department.

To be short, basically, if we were to disagree with what they were putting in a job description or screening criteria and felt that it was unreasonable or

unacceptable, we would refuse to process it. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Can you tell us if that has ever happened? Have you had to go through a deputy minister of a certain department to say, "You're not following the rules that are in place"? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Ms. Angnakak for the question. The short answer is yes. For the longer answer, I'm going to have Deputy Minister D'Arcy explain with your permission. Thank you, Mr. Chairman.

Chairman: The long answer, please, Mr. D'Arcy.

Mr. D'Arcy: Thank you, Mr. Chairman. The answer isn't very long; also to spare Mr. Chown from answering the question.

There have been times where we've had to have discussions or Mr. Chown has had discussions with deputy ministers to ensure that we're all on the same page with respect to the job description and job equivalencies. So far, it has always worked out so that we have come to a common understanding as to how to process the job and either redo the screening criteria or job description so that we can move forward.

To specifically answer Ms. Angnakak's question, yes, it does happen and we haven't backed away from speaking to deputies about this thing. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. One of the things that have come up recently and I was talking with somebody and they came from a division where that person was the only beneficiary there. That person also had a disability, not necessarily a physical disability. The environment in that office made it almost impossible for that person to go to work every day because she didn't get all the support that she really should have had, perhaps.

I'm wondering if you know about certain things like this and what you have done to address them. The disability could be in many forms. When other people in the office don't take your disability serious enough and then you end up not going to work every day, there becomes an absenteeism problem and that's put against you. I'm giving you an example of something that I have heard. Have you come across that and, if you have, what have to done to address things like that? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. It appears Ms. Angnakak has information that I'm not aware of and I don't even know if I can comment on it with all the hypothetical and other scenarios. I'm here to answer questions about facts.

We do have the Employee Relations Division that's outside. If an employee has a problem, all they have to do is contact Employee Relations. They're there for all government employees. We have a collective agreement with NEU and our collective agreement with NTA, QEC has a collective agreement with NEU as well, so you have your shop stewards who can assist. We have the ethics officer if that's not getting results. Whoever the employee is, if there are employees with issues and if you can't take it to your manager or your supervisor or your deputy, then you can certainly take it to those other avenues. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. What kind of support do you provide people with disabilities in the government? I don't think I saw it mentioned in the *Public Service Act*. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I'll have Mr. Chown answer that question. Thank you, Mr. Chairman.

Chairman: Mr. Chown.

Mr. Chown: Thank you, Mr. Chairman. If I understand the question correctly, I think you're referring to employees with disabilities and what supports we have for those employees. Those supports are coordinated through our Employee Relations Division. It's not just for employees with disabilities. For example, we have the Employee Family

Assistance Program, where employees who are having issues can go to that program.

We have a return to work consultant position with Employee Relations and their job is to assist who have had to leave the workforce, whether partly or fully, due to disabilities or injuries or whatnot to help work with those employees to get them back into the workforce. It's a fairly new position we just put in place within the last year. We have actually seen great strides with that position in helping employees who have gone on long-term disability to get them back in the workforce.

We will work with employees who have disabilities to accommodate them in the workforce. We have a duty to accommodate employees who have disabilities. All they need to do is contact our Employee Relations Division and we will work with them to whatever extent possible to help accommodate them in the workplace. It could be physical or mental disabilities, whether it be accessibility or working with help with addictions and whatnot. That's what we do within the Employee Relations Division. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Thanks for that response. I'm just wondering if I can ask: is that support that you talk about also for people who are on casual employment? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. Yes. Thank you, Mr. Chairman.

Chairman (interpretation): He said yes. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. I want to ask a little bit more about absenteeism. What is the rate of absenteeism across the government?

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Ms. Angnakak for the question. Mr. D'Arcy will answer that question. Thank you, Mr. Chairman.

Chairman: Mr. D'Arcy.

Mr. D'Arcy: Thank you, Mr. Chairman. The short answer is we don't know. The longer answer is we don't know because our human resource system isn't capable of tracking the individuals' leave and attendance, which would include absenteeism.

As members may remember, quite a while ago, we had to change systems and go back to a manual leave and attendance system. We have been having challenges over the last couple of years with our ePersonality computerized payroll system in being able to reintroduce a computerized leave and attendance system. We're working on getting the bugs out of that. We're not there yet, but at this point in time, we are not able to track absenteeism on a consolidated basis.

Individual departments look at absenteeism, again, on an individual

employee basis and that's the best that we can do at this point in time. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Ms. Angnakak.

Ms. Angnakak: Thank you, Mr. Chairman. Perhaps the negatives that we're trying to ask about before when it comes to having things in different departments; the oversight kind of comes down.

Over the last two years, how many indeterminate employees were dismissed for incomplete or poor performance at work? Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Minister Peterson.

Hon. Keith Peterson: Thank you, Mr. Chairman. I thank Ms. Angnakak for the question. Mr. Chairman, unfortunately, we don't have that statistic with us here, but we can provide it in the coming days. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. We will be expecting that. Ms. Angnakak.

Ms. Angnakak: Thank you. Perhaps tomorrow, we can get some answers and I'll also include how many indeterminate employees were dismissed for being absent without leave because we do have some of those situations I know of as well. I'll leave my question at that for now. Thank you, Mr. Chairman.

Chairman (interpretation): Thank you. Pursuant to Rule 6(1), I would now like to recognize the clock and report progress to the Speaker.

Thank you, Minister Peterson and your officials. Sergeant-at-Arms, please escort the minister's officials out.

Speaker (interpretation): Item 20. Report of the Committee of the Whole. Mr. Enook.

Item 20: Report of the Committee of the Whole

Mr. Enook (interpretation): Mr. Speaker, your committee has been considering Tabled Documents 73 – 4(2), 116 – 4(2), 140 – 4(2), and 70 – 4(3), and would like to report progress. Also, Mr. Speaker, I move that the Report of the Committee of the Whole be concurred with. Thank you.

Speaker (interpretation): There is a motion on the floor. Is there a seconder? Mr. Savikataaq. (interpretation ends) All those in favour. Opposed. The motion is carried.

Item 21. Third Reading of Bills. Item 22. *Orders of the Day*. Mr. Clerk.

Item 22: Orders of the Day

Clerk (Mr. Quirke): Thank you, Mr. Speaker. *Orders of the Day* for June 3:

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 17
 - Bill 18
 - Tabled Document 73 – 4(2)
 - Tabled Document 116 – 4(2)
 - Tabled Document 140 – 4(2)
 - Tabled Document 70 – 4(3)
20. Report of the Committee of the Whole
21. Third Reading of Bills
22. Orders of the Day

Thank you.

Speaker (interpretation): Thank you. (interpretation ends) This House stands adjourned until Friday, June 3, at 9:00 a.m.

(interpretation) Sergeant-at-Arms.

>>*House adjourned at 17:59*

