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**LEGISLATIVE ASSEMBLY OF NUNAVUT**

**3rd Session**

**4th Assembly**

**HANSARD**

Official Report

**DAY 67**

**Thursday, March 9, 2017**

**Pages 3852 – 3934**

**Iqaluit**

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

## Legislative Assembly of Nunavut

### *Speaker*

**Hon. George Qulaut**  
(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 responsible for the Nunavut Housing Corporation*

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

**Pat Angnakak**  
(Iqaluit-Niaqunnguut)

**Steve Mapsalak**  
(Aivilik)

**Allan Rumbolt**  
(Hudson Bay)

**Hon. Monica Ell-Kanayuk**  
(Iqaluit-Manirajak)  
*Deputy Premier; Minister of Economic Development and Transportation; Minister responsible for the Status of Women; Minister responsible for the Utility Rates Review Council*

**Hon. Johnny Mike**  
(Pangnirtung)  
*Minister of Family Services; Minister responsible for Homelessness; Minister responsible for the Qulliq Energy Corporation*

**Alexander Sammurtok**  
(Rankin Inlet South)

**Tom Sammurtok**  
(Rankin Inlet North-Chesterfield Inlet)

**Joe Enook**  
(Tununiq)  
*Deputy Speaker and Chair of the Committee of the Whole*

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

**Hon. Joe Savikataaq**  
(Arviat South)  
*Minister of Community and Government Services; Minister of Energy; Minister of Environment*

**Hon. George Hickes**  
(Iqaluit-Tasiluk)  
*Minister of Health; Minister responsible for Suicide Prevention*

**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*

**Isaac Shooyook**  
(Quttiktuq)

**David Joanasic**  
(South Baffin)

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

**Pauloosie Keyootak**  
(Uqqummiut)

**Emiliano Qirngnuq**  
(Netsilik)

### *Officers*

Clerk

John Quirke

Clerk Assistant  
Stephen Innuksuk

Law Clerk  
Michael Chandler

Sergeant-at-Arms  
Simanek Kilabuk

Hansard Production  
Innirvik Support Services

*Box 1200*

*Iqaluit, Nunavut, X0A 0H0*

*Tel (867) 975-5000 Fax (867) 975-5190 Toll-Free (877) 334-7266*

*Website: [www.assembly.nu.ca](http://www.assembly.nu.ca)*

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**Iqaluit, Nunavut  
Thursday, March 9, 2017**

**Members Present:**

Mr. Tony Akoak, Ms. Pat Angnakak, Hon. Monica Ell-Kanayuk, Mr. Joe Enook, Hon. George Hickes, Mr. David Joanasi, 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. Tom Sammurtok, Hon. Joe Savikataaq, Mr. Isaac Shooyook, Hon. Peter Taptuna.

>>*House commenced at 13:29*

**Item 1: Opening Prayer**

**Speaker** (Hon. George Qulaut) (interpretation): Mr. Tom Sammurtok, can you say the opening prayer, please.

>>*Prayer*

**Speaker** (interpretation): Good afternoon, my fellow Nunavummiut. Members, ministers, (interpretation ends) Premier, (interpretation) and visitors, welcome to the House.

Item 2. Ministers' Statements. (interpretation ends) The Hon. Member for Economic Development and Transportation, Ms. Monica Ell-Kanayuk.

**Item 2: Ministers' Statements****Minister's Statement 276 – 4(3):  
Taloyoak Air Terminal Building**

**Hon. Monica Ell-Kanayuk** (interpretation): Thank you, Mr. Speaker. It is my pleasure to update my

colleagues on the Taloyoak Airport Terminal Building.

The existing building, often referred to as a “freezer” style due to the unique construction, is near the end of its useful life and does not have the capacity to support the passenger traffic that the community receives on a daily basis.

I am happy to announce that construction of the new Taloyoak Air Terminal Building is on schedule and the new facility will be ready for occupancy in November of this year.

Mr. Speaker, the new building's design is a standard one and can be utilized with modifications as necessary to meet other communities' needs into the future.

Mr. Speaker, air terminal buildings play an important role in our transportation system across the territory. This new airport terminal building will provide needed space for airline operations, air navigation services, baggage handling, and travellers and will better serve the needs of the community of Taloyoak.

Mr. Speaker, I look forward to the opening of the new terminal building later this year. Thank you, Mr. Speaker.

>>*Applause*

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



**Minister's Statement 277 – 4(3):  
Donation of Art Piece “The Three  
Franklin Expedition Graves  
(Beechey Island, NWT) (1975)”**

**Hon. George Kuksuk:** Thank you, Mr. Speaker. Good afternoon, Nunavummiut and colleagues. *Unnusakkut.*

Mr. Speaker, on December 15, 2016 the Department of Culture and Heritage received a painting that has been donated to the Government of Nunavut. The painting was donated by the owner, Arlie Hobson of Ottawa, Ontario in memory of her late husband, George Hobson. The painting was painted by Dr. Maurice Hall Haycock on July 24, 1975 during a visit to Beechey Island.

The painting is a depiction of the three graves of the seamen who died on Beechey Island in 1846 during the last expedition of Sir John Franklin. At the time of the painting the grave markers were subsequently removed for conservation, and it is the last painting done of the site prior to the grave markers' removal.

In light of recent developments in the Franklin expedition, the painting is relevant to the Government of Nunavut's museum and archaeology collections and complements the collection as a whole. The Government of Nunavut collection has another painting by Maurice Haycock that is also Franklin-related, which depicts Kellet's Storehouse at Dealy Island.

With the GN fine art collection moving to the Winnipeg Art Gallery and the GN heritage collection preparing to move to the Canadian Museum of Nature, the Government of Nunavut has received an

increased number of donations in the last year. Thank you, Mr. Speaker.

>>*Applause*

**Speaker** (interpretation): Thank you. Ministers' Statements. Minister of Family Services, Mr. Johnny Mike.

**Minister's Statement 278 – 4(3):  
Getting Ready for Employment  
and Training**

**Hon. Johnny Mike** (interpretation): Thank you, Mr. Speaker. Good day to Nunavummiut and residents of my community.

Mr. Speaker, I am pleased to share that the Department of Family Services has now completed the third delivery of the Getting Ready for Employment and Training Program. Since it began in 2015, 214 people have participated in G.R.E.A.T. across 20 communities, with 95 students graduating from the program to date. At least 30 of these graduates found employment after they completed G.R.E.A.T. and many others pursued other training opportunities. Students continue to show their motivation and commitment through steady attendance.

(interpretation ends) Mr. Speaker, we continue to be impressed by the program evaluation results. Clients are moving off of social assistance, entering the workforce, and their self-esteem and self-confidence are increasing. More and more we learn that participants are keen to enter the workforce, further their education, and contribute to their families and communities.

(interpretation) Mr. Speaker, today I will table the department's evaluation of the

G.R.E.A.T. program and I hope that all members will join me in acknowledging the hard work of the staff and students who have contributed to its success. We continue to learn from each offering of the program and adapting the program to better meet the needs of our clients. Thank you, Mr. Speaker.

>>Applause

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

**Minister's Statement 279 – 4(3):  
Search and Rescue Volunteer  
Appreciation**

**Hon. Joe Savikataaq:** Thank you, Mr. Speaker. I rise today to express my gratitude for search and rescue volunteers across this territory.

Nunavummiut are connected to the land through lifestyle, heritage, and history. Although there have been many changes in the way we travel on the land, what has not changed is the culture of helping each other when in need.

Our search and rescue volunteers show what is best about being a northerner. The volunteers put in long hours for training and in response to emergency situations. They do this under harsh conditions and are ready to help whenever the call for help comes in. Our volunteers step forward in the traditions of all northerners to make this a safer place for all of us. They are to be commended for supporting the search and rescue system.

Mr. Speaker, I want to remind people that they have a responsibility to be prepared when going on the land. It is important to have a trip plan and that you let your family members know where you are going and when you expect to return. You need to bring extra fuel and supplies and it would be wise to know how to fix your machine if it breaks down. If you are new to travelling out on the land, go with someone who is experienced. Also, my department provides SPOT devices that are available in every community. When you sign one out, you are responsible for bringing it back so that others can make use of it on their travels.

On behalf of all the members in this House, I say to each and every search and rescue volunteer that has given of their time to assist those in need "thank you and you fill us with pride." Thank you, Mr. Speaker.

>>Applause

**Speaker** (interpretation): Thank you. Ministers' Statements. Premier of Nunavut, Mr. Peter Taptuna.

**Minister's Statement 280 – 4(3):  
Streamlining Senior Care Services  
in Nunavut**

**Hon. Peter Taptuna** (interpretation): Thank you, Mr. Speaker. Good afternoon, my colleagues, Kuglukturmiut, and Nunavummiut.

(interpretation ends) Mr. Speaker, I would like to take this opportunity to update my colleagues on the work in progress to the enhanced provision of home, community and continuing care for Nunavut's seniors.

As Minister responsible for Seniors' Advocate, I am dedicated to protecting the interests of our seniors and to developing a coordinated approach to seniors services in the territory. The Government of Nunavut is working to make it as easy as possible for seniors to access government and community services.

Mr. Speaker, with a growing population, longer life expectancies, and an anticipated increase to the prevalence of chronic disease, the Government of Nunavut must take the necessary steps to ensure the right programs and services are in place to support our seniors.

Mr. Speaker, in an effort to streamline services and ensure seniors receive the very best continuum of care, on April 1, 2017 responsibility for Nunavut's three elders' homes will be transferred from the Department of Family Services to the Department of Health. Mr. Speaker, with this change, all provision of care to seniors from home care to long-term care will now fall under the responsibility of the Department of Health. This transfer of responsibility for the elders' homes will also allow Family Services to focus efforts on protecting the most vulnerable Nunavummiut, including seniors, from abuse, neglect, and financial insecurity.

Mr. Speaker, we want to ensure that the best care is provided as close to home as possible. This is why the Department of Health is doing an assessment of current and future needs for long-term care beds in the territory. This assessment will allow us to identify the best locations for the establishment of future long-term care facilities and to plan accordingly.

Mr. Speaker, I assure you the Government of Nunavut is working to make it as easy as possible for seniors to access government and community services. Thank you, Mr. Speaker.

>> *Applause*

**Speaker** (interpretation): Thank you. Ministers' Statements. I have no more names on my list. Moving on. Item 3. Members' Statements. Member for Iqaluit-Niaqunngu, Ms. Pat Angnakak.

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

#### **Member's Statement 521 – 4(3): Arthur Turner Training School**

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

Mr. Speaker, I rise today to speak about the Arthur Turner Training School.

Mr. Speaker, in 1970 the late Bishop Marsh arranged for a theological college to be opened in Pangnirtung. The college would train Inuit from the Arctic for ordination in the church. The Arthur Turner Training School was named after the late Reverend Arthur Turner, who was a minister in Pangnirtung for many years and is also buried there.

Mr. Speaker, the first individuals who completed the program to become ordained were Eliyah Keenainak from Pangnirtung, Jimmy Muckpa from Arviat, Aipali Napartuk from Inukjuak, and Timothy Kalai from Coral Harbour. There was also one other person who was too young at the time to be ordained, but to help my father, Mike Gardener, the first teacher of the Arthur Turner Training School to get all the

teaching material, including textbooks written in Inuktitut.

Mr. Speaker, this was a busy time for the students. Clergy came from the south to teach special subjects and the students also did a lot of practical work like visiting the sick and those confined to their homes, teaching Sunday school, and taking part in conducting church services.

Mr. Speaker, the courses were intensive and the students were eager to learn. The school ran for about 15 years and then closed. In 2015 the Arctic Diocesan decided that there was a need to reopen the school and has gone through great lengths to make the opportunity available for those Nunavummiut who want to serve in the ministry.

Mr. Speaker, the Arthur Turner Training School program offers diploma-level accreditation for graduating students and is currently being taught out of Iqaluit's Anglican Cathedral. The program is affiliated with Nunavut Arctic College and with the Trinity School for Ministry.

Presently six students are enrolled and the teachings are led by the Reverend Joey Royal, who is also the director of the program. At the appropriate time I will welcome and introduce the Arthur Turner Training School students to the House. Thank you, Mr. Speaker.

>>Applause

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

### **Member's Statement 522 – 4(3): Inuit Qaujimajatuqangit Working Group**

**Mr. Shooyook** (interpretation): Thank you, Mr. Speaker. Good afternoon to the people of Nunavut who are watching the televised proceedings and listening on to the radio broadcast, as well as my colleagues. I would like to welcome all the visitors in the gallery.

Mr. Speaker, I will speak to a subject that I am very passionate about and it is related to *Inuit Qaujimajatuqangit*, as Nunavut was a result of dedicated Inuit and many knowledgeable people who worked to regain traditional knowledge.

From 2009 to 2012 the following people were working on the Inuit Qaujimajatuqangit Katimajit, trying to incorporate traditional knowledge within the government. Mr. Speaker, they are:

Arnaoyoak Alookee from Taloyoak, Gamailee Kilukishak from Pond Inlet, Andre Tautu from Chesterfield Inlet, Erksuktuk Eetuk from Coral Harbour, Jacobie Iqalukjuak from Clyde River, Koonoo Oyukuluk from Arctic Bay, Leonie Kunnuk from Igloodik, Peterosie Qappik from Pangnirtung, Qabaroak Qatsiya from Cape Dorset, Ragelee Angnakok from Qikiqtarjuaq, Sammy Peter from Iqaluit, Simeonie Akpik from Kimmirut, Liza Ningiuk from Grise Fiord, Marie Anguti from Kugaaruk, and Alice Ayalik from Kugluktuk.

Mr. Speaker, as I am running out of time, I would like 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) There are no nays. Mr. Shooyook, please proceed.

**Mr. Shooyook** (interpretation): Thank you, Mr. Speaker. I also thank my colleagues.

These members of the committee were quite knowledgeable about *Inuit Qaujimajatuqangit*, extremely capable, and they wanted to see this incorporated into the government system.

There was also another group of members who made up the committee at a later date. Between 2013 and 2015 we also had the Inuit Qaujimajatuqangit Katimajit and they were:

Okpik Pitseolak from Iqaluit,  
Martha Tikivik from Iqaluit,  
Gamailee Kilukishak from Pond Inlet,  
Joseph Kublu from Igloolik,  
Daniel Qattalik from Igloolik,  
Annie Isiriniq Napayok from Whale  
Cove,  
Adamie Veevee from Pangnirtung,  
Saul Qirngnirq from Gjoa Haven,  
Alice Ayalik from Kugluktuk, and  
Erksuktuk Eetuk from Coral Harbour.

Mr. Speaker, these very important members of the committee wanted to see the integration of *Inuit Qaujimajatuqangit* into government operations and they dedicated themselves to ensuring that happened over many years. However, we have not seen any incorporation of IQ in this government.

Mr. Speaker, Nunavut has a government, so let us make this a priority to realize the wishes of the committee. This is a very important matter. Mr. Speaker, by working together in partnership, we can do that. I hope the next group of elected representatives will ensure it is incorporated into our government. Thank you, Mr. Speaker.

>> *Applause*

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

**Member's Statement 523 – 4(3):  
Recognition of Ms. Trina Qaqqaq**

**Mr. Mikkungwak** (interpretation): Thank you very much, Mr. Speaker. Prior to making my statement, I want to extend a happy birthday wish to my mother-in-law, who is celebrating her birthday today. Her name is Mercy Kunungnat. Also, there is a child who is celebrating his first birthday named Kukik. (interpretation ends) Happy first birthday, Baby Eric.

Mr. Speaker, I rise today to recognize Ms. Trina Qaqqaq, a young woman from my constituency of Baker Lake, Nunavut.

Mr. Speaker, yesterday was International Women's Day and in recognition of that fact, 338 young women between the ages of 18 and 23 each took a seat in the House of Commons, not as spectators but as participants, one for each federal riding across the country.

Mr. Speaker, the Daughters of the Vote initiative was developed by the Equal Voice program which encourages young

women to learn about Parliament and our democratic system, and to encourage them to participate in formal politics and to inspire others.

Mr. Speaker, I am very proud that Trina was chosen to represent Nunavut on this occasion.

Mr. Speaker, Trina is currently studying business administration and human resources management at Sir Sanford Fleming College in Peterborough, Ontario. She is passionate about her culture and traditions and has learned much about the struggles and challenges facing indigenous peoples throughout Canada.

Mr. Speaker, it is indeed inspiring to see our young people, our young women and men, becoming involved in leadership, government, and politics.

I ask my colleagues to join me in congratulating Ms. Qaqqaq on her role in yesterday's event and in encouraging her to continue with her studies and her future career. Thank you, Mr. Speaker.

**An Hon. Member:** Hear, hear!

>> *Applause*

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

**Member's Statement 524 – 4(3):  
Activities in Hunting and Sharing  
in Pangnirtung**

**Hon. Johnny Mike** (interpretation): Thank you, Mr. Speaker. I rise today to speak about Pangnirtung and local hunters or their representative

organizations that provide northern country food to their fellow residents.

This type of initiative operates in Pangnirtung, a middle-sized community. Though it's a fairly large community, it's not overpopulated either. Nonetheless, we have many residents who cannot go hunting, and various initiatives exist to provide them with food, such as people who go fishing for others or even sealing. These are the types of local initiatives in Pangnirtung led by our local organizations and hunters.

As well, I want to mention the hunters who provide freshly caught harvests to Inuit who can no longer hunt or elderly Inuit or those who have no hunting equipment. For their efforts, I want to express my extreme appreciation to hunters in Pangnirtung every time I see that happening. Indeed it is part of our Inuit culture to share. I want to especially thank those who prepare and distribute the country food in Pangnirtung and the various organizations.

I personally make this a practice whenever I have the time. After this past fall session, once the freshly frozen sea ice formed, which I enjoy travelling on and consider very scenic, we went to the floe edge to hunt seals. I joined a hunting party and I was also successful in that I caught more than one seal on that day. I sent seal meat to the elders here who are staying at the elders' home as I knew they wanted some fresh country food.

That is how Inuit share and that is why many Inuit, not just in Pangnirtung but throughout Nunavut, still practise this

cultural tradition without any expectations of payment or gratitude. There are too many individuals to name, so I thank all the hunters throughout Nunavut who share their harvests. Thank you.

>> *Applause*

**Speaker** (interpretation): Thank you. Members' Statements. Member for Tununig, Mr. Joe Enook.

**Member's Statement 525 – 4(3):  
Nunavut Welcomes the World**

**Mr. Enook:** Thank you, Mr. Speaker. I rise today to reflect on the increasing diversity of our communities.

Mr. Speaker, at a time when we are seeing too many examples of hate and intolerance in the world, it is comforting to take note of progress here at home.

Mr. Speaker, for many generations, Inuit have welcomed newcomers from other lands. Some of these newcomers stay for only a short while, others stay for a lifetime.

Mr. Speaker, when we look around our communities today, we see remarkable changes taking place. These changes reflect the way in which our country as a whole is becoming increasingly diverse.

Mr. Speaker, we see new faces and hear new voices in our schools and on our streets every day.

Mr. Speaker, it is particularly remarkable to reflect on the diversity of faiths that are now represented in Nunavut. In Nunavut there are now

houses of worship for a significant number of different faiths.

*Uqaqtii*, one of the newest institutions is the mosque here in Iqaluit, which recently opened its doors to worshippers.

Mr. Speaker, I ask all members to join me in opening our doors and welcoming the world to Nunavut. (interpretation) Thank you, Mr. Speaker.

>> *Applause*

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

**Member's Statement 526 – 4(3): The  
Importance of Traditional  
Knowledge**

**Mr. Qirngnuq** (interpretation): Thank you, Mr. Speaker. I say "good day" to my fellow residents of Kugaaruk, people of Taloyoak, as well as my colleagues and visitors in the gallery.

(interpretation ends) Mr. Speaker, I rise today to address an issue which our eldest member has raised a number of times during our sittings: the importance of *Inuit Qaujimaqatunqangit*.

Mr. Speaker, learning our traditional ways must come even before learning our traditional language. Of course Inuit language preservation is very important, but before we can focus on that, we must focus on our traditional knowledge and our traditional culture.

Mr. Speaker, we the younger generations of Nunavut are trailing behind our elders in our communities and in our lives.

Mr. Speaker, we the younger generations cannot go past and beyond our elders. We need to walk hand in hand with our elders. We need the knowledge of our elders to be able to properly follow them into the future.

Mr. Speaker, *Inuit Qaujimajatuqangit* should be visible in our government. As our eldest member of this House has stated many times in the past, *Inuit Qaujimajatuqangit* must be a guide for how programs and services are delivered to Nunavummiut.

Mr. Speaker, let us hear our elders today. I urge our government, my fellow members in our House, and my fellow Nunavummiut to make *Inuit Qaujimajatuqangit* a priority. Thank you, Mr. Speaker.

>>Applause

**Speaker** (interpretation): Thank you. Members' Statements. Member for Iqaluit-Sinaa, Mr. Paul Okalik.

**Member's Statement 527 – 4(3):  
Volunteers Deliver Fresh River  
Water to Elders**

**Mr. Okalik** (interpretation): Thank you, Mr. Speaker. Good day. Today I would like to rise to express my gratitude. In Iqaluit the Qanak group has put together a young men's water delivery service and they deliver water to the elders with no pay at all, just as our culture says we're supposed to do. They give it to anybody with disabilities. I'm very grateful and happy that they are using our traditional culture and trying to help their fellow community members. I would like to recognize them and thank them. Thank you, Mr. Speaker.

>>Applause

**Speaker** (interpretation): Thank you. Members' Statements. I have no more names on my list. Moving on. Item 4. Returns to Oral Questions. (interpretation ends) The Hon. Minister of Languages, Hon. George Kuksuk.

**Item 4: Returns to Oral Questions\***

**Return to Oral Question 618 – 4(3):  
The Inuit Language Protection Act  
and the Private Sector**

**Hon. George Kuksuk**: Thank you, Mr. Speaker. I have a return to an oral question, No. 618 – 4(3), asked by the Member for Iqaluit-Sinaa on February 28, 2017 concerning the *Inuit Language Protection Act* and the private sector.

Mr. Speaker, this return is quite detailed and I have filed it with the Clerk for transcribing into the *Hansard* for the public record and for distribution to all members. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Returns to Oral Questions. Minister responsible for the Nunavut Housing Corporation, Mr. George Kuksuk.

**Return to Oral Question 661 – 4(3):  
Mould Infestation in Public  
Housing Units**

**Hon. George Kuksuk** (interpretation): Thank you again, Mr. Speaker. (interpretation ends) Today I have a return to oral question that was asked by the MLA for South Baffin, David Joanasie. The question was asked on March 7, 2017, Question No. 661 – 4(3) and I will read the question.

\*See Appendix for full text of Return to Oral Question 618 – 4(3).



“Mr. Speaker, as the minister will recall, I asked him questions during our recent fall sitting concerning the Nunavut Housing Corporation’s request for proposals to undertake mould remediation and assessment of 241 public housing units, including 13 units in Cape Dorset and 5 units in Kimmirut. Can the minister confirm today if these assessments were all completed?”

Mr. Speaker, my response today:

I have more details about the NHC’s mould assessment for Mr. Joanasie. Assessments have been completed on 271 units across the territory, including 7 units in Cape Dorset and 6 units in Kimmirut. These 271 units were identified as the 5 percent most affected public housing units in the territory. All assessments are now complete.

Also, more questions were asked by my hon. colleague. The question was:

“Can the minister confirm whether or not the mould has actually been removed from any or all of the 241 units?”

Mr. Speaker, my response is:

I can also give more details about the remediation process. The mould has been assessed but has not yet been “remediated” from these units. Mould in units has been categorized as levels 1, 2, or 3. Level 1 mould will be “remediated” by the local housing associations and organizations, and levels 2 and 3 will have to be “remediated” by an expert contractor.

The Nunavut Housing Corporation will be putting out an RFP in April to complete the remediation of the units in

the four worst communities. Further RFPs will be rolled out for the remainder of the communities in the coming months. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Returns to Oral Questions. Minister responsible for the Qulliq Energy Corporation, Johnny Mike.

**Return to Oral Question 610 – 4(3):  
Qulliq Energy Corporation  
Activities in Sanikiluaq**

**Hon. Johnny Mike** (interpretation): Thank you, Mr. Speaker. This question was asked by Member Rumbolt to the Minister responsible for the Energy Corporation, to me, Question No. 610 – 4(3), dated February 27, 2017, and the subject was the residual heat study in Sanikiluaq. For the benefit of my colleague, I will read the return in English.

**Question:**

(interpretation ends) For the record, can the minister confirm what decisions the Qulliq Energy Corporation has made with respect to moving forward with the wind power project in Sanikiluaq?

**Response:**

Sanikiluaq’s involvement in this study was part of the larger wind mapping study under a project funded by the INAC’s ecoENERGY program and was one of the 25 communities in the territory involved. Sanikiluaq was one of five considered to be potentially successful to harness wind resources. The study also provided a technical analysis and recommendations for next steps.

At this point in time the QEC cannot commit to any large wind projects due to its financial obligation to rebuild existing aged diesel plants and the substantial capital investment required for wind projects.

Below are the estimated costs quoted in the QEC wind study for the five most promising wind communities in Nunavut. The complete wind study is available on the QEC website at [www.qec.nu.ca](http://www.qec.nu.ca).

Cost estimates for wind turbine installations:

Sanikiluaq, \$7 million to \$11 million;  
Iqaluit, \$35 million to \$69 million;  
Arviat, \$19 million to \$21 million;  
Rankin Inlet, \$20 million to \$28 million;  
Baker Lake, \$19 million to \$20 million.

Currently the Qikiqtaaluk Business Development Corporation is gathering technical information through monitoring and quantifying wind potential in Sanikiluaq. The Qikiqtaaluk Business Development Corporation plans to share the collected data with the QEC and the federal government in support of advancing wind power generation projects in this community.

The QEC is waiting for the new federal budget to see if it delivers any funding opportunities that would allow the QEC to pursue renewable energy projects.

I thank you for following up on the status of this study in your community and hope this has sufficiently answered your question. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Returns to Oral Questions. Minister

responsible for the Qulliq Energy Corporation, Mr. Johnny Mike.

**Return to Oral Question 631 – 4(3):  
Residual Heat Study in Sanikiluaq**

**Hon. Johnny Mike** (interpretation): Thank you, Mr. Speaker. This question was asked by Member Rumbolt to the Minister responsible for the Energy Corporation, (interpretation ends) Question No. 631 – 4(3), dated March 1, 2017, residual heat study in Sanikiluaq.

**Question:**

“The QEC’s 2014 annual report indicates that the corporation worked with the Municipality of Sanikiluaq in 2014 to conduct a feasibility study to connect both schools in the community for the district heating system. Can the minister confirm what the results were of this feasibility study?”

**Response:**

To provide additional context to your question, originally the hamlet was responsible for all of the pipes connecting the primary school to our district heating system. The hamlet was responsible for maintaining the pipes. When the pipes began leaking, the hamlet was not able to make the required repairs. As a result, the system had to be disconnected some time in 2004.

Ten years later, in 2014, a study was completed that indicated a cost of approximately \$1,900,000 to connect the two schools to the district heating system in Sanikiluaq. This study was shared with the hamlet’s SAO. The cost was too much for the QEC to bear and as such the project did not proceed.

For this project to proceed, the hamlet will have to make a capital contribution of \$1.9 million to the QEC to connect the two schools to the district heating system. This is the same arrangement the QEC has entered into with Iqaluit for the new swimming pool. Under this new scenario the hamlet will pay for the installation of the pipes and the QEC will maintain the pipes on a go-forward basis.

The QEC has not had any contact with Sanikiluaq on this project since the study was presented to the hamlet. If the hamlet is interested in pursuing federal funds for this project, the QEC will provide any support it can, the same as provided for the Iqaluit pool.

I thank you following up on the status of this situation in your community and I hope this has sufficiently answered your question. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Returns to Oral Questions. I have no more names on my list. Moving on. Item 5. Recognition of Visitors in the Gallery. Member for Iqaluit-Niaqunngu, Ms. Pat Angnakak.

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

**Ms. Angnakak** (interpretation): Thank you, Mr. Speaker. I would like to welcome today and express my pride in the students that I mentioned who are studying to become reverends. Please stand when I say your name:

Martha Kunuk of Iqaluit,  
Ann Keenainak of Pangnirtung,  
Sarassie Arragutainaq of Sanikiluaq,  
Esau Tatatoapik of Arctic Bay,

Manasee Ulayuk of Hall Beach, and  
Nina Kautuq from Pond Inlet.

Please feel welcome. Thank you, Mr. Speaker.

>> *Applause*

**Speaker** (interpretation): Welcome to the gallery. Recognition of Visitors in the Gallery. Member for Quttiktuq, Mr. Isaac Shooyook.

**Mr. Shooyook** (interpretation): Thank you, Mr. Speaker. I would like to welcome the theological students and I am extremely proud of them all.

I rarely have the opportunity to recognize visitors from my constituency, and I am very pleased to recognize Esau Tatatoapik. Please stand.

I have travelled extensively with Esau as he is also my wife's cousin and is very close to my wife. His father's name is Tommy Tatatoapik. His father and my wife are maternal cousins. Please be aware that he is an extremely capable narwhal hunter.

I take great pride in his participation as a theological student to become a reverend. I want to share with my colleagues in recognizing him today. Thank you, Mr. Speaker.

>> *Applause*

**Speaker** (interpretation): Thank you. Welcome. Recognition of Visitors in the Gallery. Member for Iqaluit-Sinaa, Mr. Paul Okalik.

**Mr. Okalik** (interpretation): Thank you, Mr. Speaker. These individuals were

already recognized, but they're my relatives. I would like to further recognize my niece, Martha Kunuk, and the other person who is also my niece is Ann Keenainak. Welcome. 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. George Kuksuk.

**Hon. George Kuksuk:** Thank you, Mr. Speaker. (interpretation) I would like to recognize visitors in the gallery. I would first like to acknowledge my friend from outside of Nunavut from the Western Arctic. I don't really recognize anybody from over there and I'm happy to do that. Before I recognize him, I would like to recognize an elder and I see him when he visits Arviat. I'm happy to welcome Uttak.

(interpretation ends) Mr. Speaker, before I go on to recognizing some people this afternoon, I would like to talk a little about what they are here for in Iqaluit. They are here on a travelling show called "Inuit Way" featuring two Inuvialuktun hosts. Representing the elder generation is host Lillian Elias and representing the younger generation is co-host Terry Thrasher.

The basis of the show is to learn about commonalities and unique traits amongst Inuit from the circumpolar region. To date they have recently travelled to Norway, Iceland, Greenland, and Alaska. They are all here in Iqaluit this week to learn about Inuit from Nunavut.

Jerry Thrasher is an up-and-coming filmmaker from Paulatuk. Lillian Elias is a very well-known and respected elder from Inuvik, who has been teaching her Inuvialuktun language and culture for many decades. Also with them are David Stewart and Tamara Udra, who are both producers of the show.

Mr. Speaker, it's also Lillian's birthday today, who is 74 years young today. Happy birthday, Lillian.

>>Applause

Please join me in welcoming them to our legislature and Nunavut, and also wishing Lillian a very warm and happy birthday today. Thank you, Mr. Speaker.

>>Applause

**Speaker** (interpretation): Welcome to the gallery. Recognition of Visitors in the Gallery. Member for Hudson Bay, Mr. Allan Rumbolt.

**Mr. Rumbolt:** Thank you, Mr. Speaker, and good afternoon. Mr. Speaker, even though she has already been recognized, I would like to recognize a constituent of mine who is here in Iqaluit doing the Arthur Turner Training School, Ms. Sarassie Arragutainaq. Thank you.

>>Applause

**Speaker** (interpretation): Welcome to the gallery. Recognition of Visitors in the Gallery. Member for Tununiq, Mr. Joe Enook.

**Mr. Enook** (interpretation): Thank you, Mr. Speaker. The person I wish to recognize was already acknowledged,

but let me start with recognizing my *panikallak*, Nina Kautuq. Welcome.

Further, Mr. Speaker, while I have the opportunity here, I wish to recognize, as I am sure that members are aware, this week the service by our pages has been very well run and it is due in large part to two Pond Inlet pages who are paging this week in this House. I wish to thank the two pages and wish them a safe journey home as they are scheduled to travel home tomorrow. I want my colleagues to join me in thanking my fellow residents of Pond Inlet, Sylvia Pewatoalook and Lindsey Qanguq. Thank you, Mr. Speaker.

>> *Applause*

**Speaker** (interpretation): Welcome to the gallery. I very much thank our pages. Recognition of Visitors in the Gallery. Member for Pangnirtung, Mr. Johnny Mike.

**Hon. Johnny Mike** (interpretation): Thank you, Mr. Speaker. To all visitors in the gallery, welcome to our proceedings.

The theological students were already recognized. However, one of the students is my maternal niece and she is very dear to me, Ann Keenainak. She treats me as a real maternal uncle, just for your information. We endear each other and are close. I also welcome all of her fellow students to the gallery.

Mr. Speaker, I want to share the fact that I am affected because my wife is an ordained minister. I believe she is the first female Anglican minister. She has been categorized as such by members of the clergy. For that reason, whenever I

see a woman in that class, I get deeply touched.

I have experienced the work that is required when a person becomes a minister in their community and I know exactly what role and work will be required, and how their lives will be impacted. Obviously it begins with newborn babies that are ministered to in various church functions all the way up to when a burial needs to be performed. They will undertake that work upon graduation as that is generally the practice of the religion.

I am extremely proud of all of you and your dedication. I also take pride in the male students, in particular the narwhal hunter that I took pride in as I am a bit envious of his skill. Thank you, Mr. Speaker.

>> *Applause*

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

**Hon. Paul Quassa** (interpretation): Thank you, Mr. Speaker. I also thank the people who were already recognized and I also acknowledge all the visitors in the gallery.

I want to share a story prior to recognizing this individual. Most Inuit have undergone the first catch of certain species or recall their first ever catch of an animal, for example, a silver jar or seal pup of the year.

I recall the first ever silver jar I caught. It was swimming in a lake and not in the ocean.

>>*Laughter*

The seal pup was in a lake and that was my first ever catch. It had crawled onto a small sliver of land that separated the lake from the ocean, which it crossed, and when we found it, I caught it.

**An Hon. Member** (interpretation): How lucky!

**Hon. Paul Quassa** (interpretation): Due to that, this person who is now one of our elders, in the days when Inuit only had dog teams, I would go hunting with him.

Although he was recognized earlier, I want to acknowledge him and express my gratitude as he is an invaluable resource in our community. He talks about issues, provides counselling to youth, and when elders hold meetings, he attends most of the meetings.

This man is Louis Alianakuluk Uttak from Igloolik. I think he was born in Igloolik when the community first started. I'm so proud of our elder, Louis Alianakuluk Uttak. Thank you, Mr. Speaker.

>>*Applause*

**Speaker** (interpretation): Welcome to the gallery. Recognition of Visitors in the Gallery. Member for Iqaluit-Niaqunngu, Ms. Pat Angnakak.

**Ms. Angnakak**: Thank you, Mr. Speaker. I ask of consent to return to my recognition in the gallery. Thank you.

**Speaker** (interpretation): Do members agree?

**Some Members**: Agreed.

**Speaker** (interpretation): Go ahead.

**Ms. Angnakak**: Thank you, Mr. Speaker. I don't know why I forgot this, but I forgot to welcome the teacher to the Arthur Turner Training School and I do apologize. The teacher, as we all know, is often a very integral part to any success of any training or courses that are delivered. I would like to also welcome Joey Royal to the House. 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 from my constituency, Manasee Ulayuk. Please stand up. He's from Hall Beach and I'm proud of him. Thank you for being here.

>>*Applause*

I don't think I would not be sitting here today and I don't think I would even be alive today if my discipliner and counsellor weren't here. I would like to fully recognize Louis Uttak. Welcome.

>>*Applause*

Recognition of Visitors in the Gallery. I have no more names on my list. Moving on. Item 6. Oral Questions.

**An Hon. Member**: Aw!

**Speaker** (interpretation): Member for Iqaluit-Niaqunngu, Ms. Pat Angnakak.

>> *Laughter*

### Item 6: Oral Questions

#### Question 679 – 4(3): Devolution

**Ms. Angnakak:** It pays to be quick. Thank you, Mr. Speaker. My questions are for the Premier.

A new round of devolution negotiations between the Government of Nunavut, the Government of Canada, and Nunavut Tunngavik were held in December of 2016.

Can the Premier update the House today on what specific progress was made at the most recent round of devolution negotiations? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. The Hon. Premier of Nunavut, Mr. Peter Taptuna.

**Hon. Peter Taptuna:** Thank you, Mr. Speaker. I thank the member for that question. Mr. Speaker, as members will recall, there was a chief negotiator named and a number of meeting schedules have been determined and the next round-table discussion/negotiation is slated for the end of this month.

Mr. Speaker, again, it took a long time to get to this point. Again, we continue to try to ensure that we come up with the best agreement in principle for Nunavummiut. That is going to take a little bit of time, but at this point the agreement on the scheduled negotiations has taken place.

I can assure the member that we're hoping to keep that schedule leading up to the AIP, which I cannot definitely say

at this time when that date will be selected. Mr. Speaker, the process has been started and I'm pleased to say that it's going very well. Thank you, Mr. Speaker.

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

**Ms. Angnakak:** Thank you, Mr. Speaker. I didn't quite hear what actual progress was made.

The current Legislative Assembly will be dissolved approximately six months from now. What is the government's current timetable for signing a devolution agreement in principle? Thank you, Mr. Speaker.

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

**Hon. Peter Taptuna:** Thank you, Mr. Speaker. Again I thank the member for that question. As you know, Mr. Speaker, devolution has been ongoing for a long time. At one point the AIP was supposed to be in 2008 and again in 2014. At this point, as I indicated, it took a long time to get back to the negotiating table.

Mr. Speaker, we're quite confident now that the table has been set with a meeting scheduled, with scheduled talks taking place. Once we have a better understanding leading up to the agreement in principle, I'll surely let the House know about that. Thank you, Mr. Speaker.

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

Angnakak.

**Ms. Angnakak:** Thank you, Mr. Speaker. The Premier has previously indicated that the Government of Nunavut hopes to absorb approximately 140 federal positions as part of the devolution agreement.

When I raised this issue last fall, I noted concerns with such issues as the availability of staff housing.

Can the Premier clarify if current federal employees will be transferred directly to the territorial government or will all of the positions be opened for competition? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Premier of Nunavut, Mr. Peter Taptuna.

**Hon. Peter Taptuna:** Thank you, Mr. Speaker. Again, during these devolution negotiations there are ongoing discussions on amounts for staff housing. Those are part of our discussions with the federal government. As the member is well aware, we do have a partner in this and that's Nunavut Tunngavik Incorporated, who assist us and who is part of these devolution negotiations.

Mr. Speaker, these negotiations are ongoing. As members are well aware, we do have federal positions that are already established here in Iqaluit, but the number was just a rough number from the previous discussions of 140. We don't know exactly how that's going to roll out leading up to the AIP. I can assure the member that once we have a definite idea leading up to the AIP, I will certainly let the House know.

Mr. Speaker, I can't say whether the competitions will be rolling out. As members are well aware, we do already have a contingent of federal employees within Iqaluit. Once we get close to the agreement in principle, we will fully understand how much more staff housing we will need throughout Nunavut for the increase in the federal positions moving into the Government of Nunavut. Thank you, Mr. Speaker.

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

#### **Question 680 – 4(3): Child and Family Services Act**

**Mr. Shooyook** (interpretation): Thank you, Mr. Speaker. My question will be directed to the Minister of Family Services.

I have spoken very clearly in the Legislative Assembly about the difference between discipline and abuse, and I have made my position very clear about the issue of parental responsibility and the discipline of children.

My question for the minister is this: does the government share my position regarding the issue of parental responsibility and the discipline of children, yes or no? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister of Family Services, Mr. Johnny Mike.

**Hon. Johnny Mike** (interpretation): Thank you, Mr. Speaker. I can't respond with a simple yes or no answer as it is quite complex because various forms of



discipline exist. I want all members to know what is already well known about the Department of Family Services. The department views the disciplining techniques as applicable to different cultures, as they deal with many cultures that hold different beliefs and views on disciplining children.

Yes, I do understand my colleague's reference to Inuit societal values as members have directed that these values be incorporated into government operations. Due to the differences in disciplining children, this is what I am aware of as applying to our department. Nonetheless, what can seem to be a difference between cultures is the need to protect the child who may be at risk. Due to the need to protect children, it sometimes clashes with Inuit cultural values and seems foreign to many Inuit.

However, the legislation that governs child protection is what the Department of Family Services uses to govern this responsibility. Thank you, Mr. Speaker.

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

**Mr. Shooyook** (interpretation): Thank you, Mr. Speaker. I understand your difficulty.

Subsection 2(1)(c) of the current *Child and Family Services Act* provides that, and I quote, "Parents should use methods other than force by way of correction towards their children or in the discipline of their children."

Mr. Speaker, I believe that this provision should be removed from the legislation because I believe that mild physical

correction of children is appropriate and in keeping with Inuit culture and tradition.

My question for the minister is this: will the government introduce a bill to remove this provision from the current legislation, yes or no? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister of Family Services, Mr. Johnny Mike.

**Hon. Johnny Mike** (interpretation): Thank you, Mr. Speaker. I can only reiterate my previous response in that I cannot respond with a simple yes or no to this question as it is legally complicated in amending legislation or in introducing new bills to remove provisions. This is not simple as it requires legal research and other studies that would be required, obviously, if we were to consider amending the existing legislation that the member referenced in this question.

What I can respond with is the legislation we are currently using is the *Child and Family Services Act*. Further related to disciplining children, some areas can't be changed regarding the language. It is only if a child is at risk or in a worrisome situation that departmental intervention can occur using the legislation in those cases. Thank you, Mr. Speaker.

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

**Mr. Shooyook** (interpretation): Thank you, Mr. Speaker. It is very frustrating for parents and elders in that the *Child*

*and Family Services Act* has not been fully translated into Inuktitut. Can the minister clearly explain why this law has not been fully translated into Inuktitut?

Mr. Speaker, let me ask this other question. We are currently under the GNWT legislation that was legislated way back then, and they were grandfathered to our territory and shipped via air cargo. We are still using this antiquated legislation. That is why I ask the minister: with respect to what Inuit are coveting here, why will he not support this initiative during his tenure as the minister responsible for that department? Thank you, Mr. Speaker.

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

**Hon. Johnny Mike** (interpretation): Thank you, Mr. Speaker. Progress is slowly happening in terms of amending our legislation that was grandfathered from the Government of the Northwest Territories. As we were originally under their government, when Nunavut was created, yes, most of the legislation was grandfathered in and we are well aware of that fact. I will have to look into this issue, especially the legislation my colleague mentioned that has yet to be translated into Inuktitut. I will have to look into that as to which language is used.

With respect to the legislation we are under and the amendment schedule, especially after the legislative review and a scheduled timeline for amending legislation, this is slowly happening. As well, during our current session, part of what the member alluded to touches up on his concern. There will be

amendments to the legislation. For that reason, there was a legislative review last year and the year prior, and we now have a schedule for amending certain legislation.

Nonetheless, with respect to his actual concerns of disciplinary context or the fact that the legislation has no Inuktitut version, I will have to research that to see if that is the case. Thank you, Mr. Speaker.

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

#### **Question 681 – 4(3): Implementing the Inuit Language Protection Act**

**Mr. Okalik** (interpretation): Thank you, Mr. Speaker. The Minister of Languages responded that the legislation will finally be in force by July 9 of this year.

The minister previously stated that it would be in force by April 1, 2016 and then later to April 1, 2017. In his latest response he indicates that July 9, 2017 is when it would come into force. The legislation will finally be felt by Inuit once it is in force and used by Inuit who are unilingual Inuit speakers.

I wonder if this date is now concrete and not subject to further whims of the government. This is in relation to the coming into force of the *Inuit Language Protection Act*. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister of Languages, Mr. George Kuksuk.

**Hon. George Kuksuk** (interpretation): Thank you very much, Mr. Speaker. I

also thank my colleague for his question. As per my previous remarks on this issue, it is still being developed and thus the reason for the delays in the timeline. I can tell the member, as he is already aware of and knows the complexity based on his past work on this side of the table, how difficult it can be to push forward initiatives that you want fast-tracked, but when several departments are involved, it leads to a back-and-forth exercise.

With that being the case, I can tell the member that the identified date and the other departments we are collaborating with have been informed, including our department and my deputy that we will be focusing on completing that by July 9 that he asked me about. That is our target date and it will be when we will begin implementing that legislation. Thank you very much, Mr. Speaker.

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

**Mr. Okalik** (interpretation): Thank you, Mr. Speaker. When we arrive at that date, I will finally believe him since this is the third time the target date for implementation has been set. I will be patient in waiting for the completion of this work.

However, there is also mention of the Inuit Language Authority in his response. We haven't heard much about this body and what work has been undertaken towards that goal. If we are to retain the Inuit language, we have to ensure it catches up to our daily lives.

Just recently I was trying to recognize an engineer in Inuktitut. We don't have a term for that in Inuktitut. When are we

going to have a full terminology in Inuktitut? I know that the entity is supposed to recommend terms. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister of Languages, Mr. Kuksuk.

**Hon. George Kuksuk** (interpretation): Thank you very much, Mr. Speaker. If I understood the member's question correctly, I responded to the member earlier on by saying when the legislation would be enforced. That's the date as a government. In our department we all know that's the date we will be enforcing the legislation in regard to the protection of our language. Thank you, Mr. Speaker.

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

**Mr. Okalik** (interpretation): Thank you, Mr. Speaker. I am glad that it's going to be effective July 9, but the Inuit Language Authority is the one that reviews and looks at how we can use more of the Inuit language. I just used the word "engineer" as an example and there is still no Inuktitut word for that. However, the Inuit Language Authority has been around for quite some time. When are they going to come up with terms that reflect today's realities? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister of Languages, Mr. George Kuksuk.

**Hon. George Kuksuk** (interpretation): Thank you very much, Mr. Speaker. The Inuit Language Authority is an independent body and they also have a coordinator who does the programming.

They also make recommendations to the government. From there it's up to the government to review their reports and recommendations.

I can't reply on behalf of the Inuit Language Authority. They are an independent body. They have their own coordinator and staff who work on the terminology or other programs, and so on. They also work with the Inuit Qaujimajatuqangit Katimajiit. We're just waiting for the recommendations from the Inuit Language Authority and the terminology they come up with such as the one he asked about. Thank you very much, Mr. Speaker.

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

#### **Question 682 – 4(3): Cancer Screening Programs**

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

(interpretation ends) Mr. Speaker, at the 2016 Annual General Meeting of the Kivalliq Chamber of Commerce, members passed a resolution to support the creation of the "Cancer Care Nunavut Society" to support the Government of Nunavut in its cancer screening programs.

Can the minister provide an update on how his department has worked with the Cancer Care Nunavut Society to address this issue? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. (interpretation ends) The Hon. Minister of Health, Hon. George Hickes.

**Hon. George Hickes**: Thank you, Mr. Speaker. I thank the member for following up on behalf of his region. Mr. Speaker, at this time I have checked with my officials since the motions were tabled last week or the week before and we're not aware of any submissions of any proposals from the Cancer Care Society of Nunavut for any type of funding proposal. Thank you, Mr. Speaker.

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

**Mr. Mikkungwak**: Mr. Speaker, in its resolution, the Kivalliq Chamber of Commerce noted that Nunavummiut are dying of cancer at more than twice the rate of people in southern Canada.

Can the minister explain how his department uses health and mortality statistics to prioritize the allocation of resources for programming in such areas as cancer or other high incidence diseases in Nunavut? Thank you, Mr. Speaker.

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

**Hon. George Hickes**: Thank you, Mr. Speaker. I appreciate the question from the member. We're always working very closely with not just Nunavut statistics but also with Canada statistics on chronic illnesses and where we should be prioritizing some of our programming.

As I had mentioned last week in Committee of the Whole, we have initiated a number of cancer screening initiatives. Specifically, as I had mentioned, colorectal cancer rates in Nunavut are much higher than the national rate, so we have been finalizing a screening program for that type of cancer. In addition we're looking at different technologies and availabilities of programming for breast cancer screening.

One of the things I think that's most critical is the avoidance of cancer, as an example. We work very closely with the Canadian Partnership Against Cancer on smoking cessation strategies for cancer patients who smoke and also interventions so that it will stop this disease from even occurring in people.

We recently revised our cervical cancer screening guidelines and that has been distributed to frontline staff. There are new education materials that are available through community health centres. We're also working with comparing cervical cancer screening guidelines with Ontario cervical cancer screening guidelines to identify further areas of improvement.

We're in the process of updating, like I had mentioned, our breast cancer screening guidelines that are in place. We realize that a lot of the information is outdated, so we're updating that information.

We are working in a lot of concentrated areas of determined higher risk cancers in the territory. Thank you, Mr. Speaker.

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

**Mr. Mikkungwak:** Thank you, Mr. Speaker. Thank you to the minister for his response. Mr. Speaker, I recognize and appreciate that the Department of Health has introduced a number of specific cancer-related initiatives; as the minister indicated, the colorectal cancer screening program. However, it is important that a broader strategy be developed to challenge this terrible disease in all its forms.

Can the minister describe what steps are being taken to develop and implement a broad spectrum screening, detection and treatment policy for cancer across Nunavut? Thank you, Mr. Speaker.

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

**Hon. George Hickes:** Thank you, Mr. Speaker. As I have spoken in the past, we have to make sure that we're allocating our resources in the most efficient manner. At this time the strategy is to aggressively approach known higher levels of cancer.

One of the concerns that people may not realize is that when you have a broad cancer screening process, there are gaps within the technologies that are available and false positives occur, which creates additional stress on people. Sometimes procedures take place that turn out to not be necessary. We have to be very prudent in our approach with cancer screening.

That being said, like I had mentioned to the member and I take it very seriously,

it's something I have talked about in the House before and I have talked to my officials. We want to make sure that when we do a cancer screening program, it's done to the best technologies and practices available.

I hope that answers the member's question. Thank you, Mr. Speaker.

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

**Question 683 – 4(3): Pond Inlet  
Marine Infrastructure**

**Mr. Enook** (interpretation): Thank you, Mr. Speaker. My questions today are for the Minister of Economic Development and Transportation.

The people of Pond Inlet are very much looking forward to the construction of the community's new marine infrastructure. As the minister is very much aware, her department's 2017-18 capital estimates, which the Legislative Assembly approved last fall, included a further \$2.0 million in funding towards this project.

Public consultations were recently held in Pond Inlet concerning the new marine facility. Minister, let me ask you: for the record, can you indicate who represented the government at these consultations? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister of Economic Development and Transportation, Ms. Monica Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk** (interpretation): Thank you, Mr.

Speaker. I also thank the member for hearing about that. The staff went to Pond Inlet to discuss the concept design. This trip was organized by CGS and staff from the design team. You can ask the Minister of CGS for more information. We had one person from our department go to Pond Inlet. Thank you, Mr. Speaker.

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

**Mr. Enook** (interpretation): Thank you, Mr. Speaker. To date a number of geotechnical and environmental baseline studies concerning Pond Inlet's new marine infrastructure have been underway. For the record, can the minister confirm at what stage of the regulatory process these studies are at? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister of Economic Development and Transportation, Ms. Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk** (interpretation): Thank you, Mr. Speaker. I also thank the member because he wants to know at what stage we are at. CGS is currently working on the architectural part of the process with the communities in Pond Inlet and Iqaluit. The CGS staff are starting to ask questions and have invited interested parties to hear what they liked and didn't like about the marine infrastructure in Pond Inlet and Iqaluit. I haven't heard yet as to exactly what they did in Pond Inlet because that was a very recent trip. Thank you, Mr. Speaker.

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

**Mr. Enook** (interpretation): Thank you, Mr. Speaker. I think the minister and I are talking about two very different things, so I will talk to her outside of the House.

I have one more question regarding the department's capital plan. It indicates that \$8.0 million will be budgeted in the 2018-19 fiscal year towards Pond Inlet's new marine infrastructure. For the record, can the minister confirm when tenders for the construction of the facility will be issued? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister of Economic Development and Transportation, Ms. Monica Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk** (interpretation): Thank you, Mr. Speaker. I also thank the member. To start the process for the summer of 2018 in Pond Inlet, if it's approved, we need to go through the regulatory bodies first. We're slated to have this project done by the fall of 2019. Thank you, Mr. Speaker.

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

#### **Question 684 – 4(3): Parenting Programs**

**Mr. Joanasié** (interpretation): Thank you, Mr. Speaker. Good afternoon, my colleagues.

Mr. Speaker, I would like to direct my question to the Minister of Family Services.

Mr. Speaker, I was pleased to receive the Department of Family Services' latest update on its progress towards addressing the Auditor General's follow-up report on child and family services.

I note that the department will be delivering the *Inunnguiniq* parenting program facilitator training for community social services workers and community organizations.

Can the minister provide further detail on what this program will cover and how it will encourage parents to choose healthy parenting options? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister of Family Services, Mr. Johnny Mike.

**Hon. Johnny Mike** (interpretation): Thank you, Mr. Speaker. I also thank my colleague for that question. As the Department of Family Services we consider this very important ever since the government announced that it's critical to do something about the suicides in Nunavut in 2015. The action plan indicated that the Department of Family Services has two main things to do about this and parenting was one of them that the department has to take on.

To date the Department of Family Services has gone to the Qaujigiartiit Health Research Centre. They had to do research on this to make a four-part course on parenting and how it can be taught through a training program. The parenting program is part of the strategic plan that states that the Department of Family Services will be following it and social workers in the communities have to follow it, as well as the organizations

that fall under the department. They will be given directions on what to do with parenting programs. That's where we're at right now, Mr. Speaker. Thank you.

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

**Mr. Joanasié** (interpretation): Thank you, Mr. Speaker. I was also trying to find out what options will be provided to parents regarding healthy living. I don't think he provided the details on that. I didn't hear any reference to the contents.

Mr. Speaker, I appreciate that the aim of the Inunnguiniq Parenting Program is to provide a new level of support for good parenting practices. Can the minister describe what other parenting programs are offered by his department and how many Nunavummiut have participated in those programs to date? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister of Family Services, Mr. Mike.

**Hon. Johnny Mike** (interpretation): Thank you, Mr. Speaker. I also thank my colleague for asking that question. With respect to parents, as per my prior response, the programming is being reviewed by Qaujigiartiit and I want to speak to that. New parents are now able to access baby boxes through the Department of Health. That program has begun. It includes all the things a baby requires and parents have been informed of this new program.

With respect to returning or implementing past knowledge, all relevant knowledge pertaining to parenting, cultural training is useful in our lives in this age. It includes the need

for healing for the participants and families. It also includes family or community-based programs for parents to learn proper parenting skills and child rearing practices. This has been started.

I can't indicate how many participants there have been as I don't have the information at the moment. Thank you, Mr. Speaker.

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

**Mr. Joanasié** (interpretation): Thank you, Mr. Speaker. I also note from the department's latest *Quality Protects Action Plan*, which the minister referred to, that the department, in collaboration with the Ilisaqsivik Society, will also be delivering parenting and community engagement training for community social services workers. Can the minister provide an update on how this program differs from the Inunnguiniq Parenting Program in its delivery and expected outcomes? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister of Family Services, Mr. Mike.

**Hon. Johnny Mike** (interpretation): Thank you, Mr. Speaker. With respect to his question about the Ilisaqsivik Society, we were informed that the program we wanted to pursue can't be offered through them because their work schedule is too full at the moment if we were to use that organization.

The Ilisaqsivik Society offers programs in the area we are discussing. The program can benefit Inuit as their society offers programs using Inuit culture and traditions. The Inunnguiniq program was offered to them. We are not breaking off



our ties with Ilisaqsivik, but they only informed us of their unavailability at the moment.

At this time we still want to work with the Ilisaqsivik Society on how to offer the Inunnguiniq program and how the department can learn more about this program. We have not stopped the process; only that there is a limit on their programs. With respect to the Inunnguiniq programming with the Ilisaqsivik Society and how the Department of Family Services can get more information on it, the work will not stop now. They just don't have room for it right now.

As I stated, I've had the parenting program reviewed to see how our social workers in the communities can be taught about parenting. After they finish that, I expect that a plan will be put together at the end of this month. That's our position right now. Thank you, Mr. Speaker.

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

#### **Question 685 – 4(3): Gjoa Haven Mould Inspections**

**Mr. Akoak:** Thank you, Mr. Speaker. Good afternoon, Inuit, community of Gjoa Haven, (interpretation) and my relatives. (interpretation ends) Hello, Inuit. When I say, "Hello Inuit," it means the people of Nunavut, so it's everybody.

>> *Laughter*

My question is to the Minister responsible for the Nunavut Housing Corporation.

I'm just going to refer to the returns to oral questions that he had earlier. In there it states that 271 units were identified under mould remediation and assessments, and that he said that it was for all of Nunavut, the whole territory. When you say that, did you do assessments for the communities in the Kitikmeot also? I will refer to my community of Gjoa Haven. Thank you, Mr. Speaker.

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

**Hon. George Kuksuk** (interpretation): Thank you very much, Mr. Speaker. In regard to my colleague's question, the assessment was for all of Nunavut and they assessed 245 housing units. Mr. Speaker, as to my colleague's community, I don't have that information in front of me. I can get back to the Member for Gjoa Haven at a later time to see if it has been assessed or if there is a plan to assess where Gjoa Haven is at. I can't answer that right now. Thank you very much, Mr. Speaker.

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

**Mr. Akoak:** Thank you, Mr. Chairman. Can you also give me information on whether my community is one of the four worst communities? If he can give me that information also.

Mr. Speaker, I would like to find out how they put the categories or levels 1,

2, and 3. What does that mean to the listening public? Thank you, Mr. Chairman.

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

**Hon. George Kuksuk** (interpretation): Thank you very much, Mr. Speaker. As to the first question about his community, yes, I can get back to the member once I have the information about the mould remediation project and see where Gjoa Haven is at. I can get back to him.

As to the second question, he referred to levels 1, 2, and 3. For mould at level 1, there was a training program for local housing organization employees and our employees to deal with that mould. For the units assessed as level 1 contamination, we are determining what equipment is needed for that assessment. Normally level 1 contamination can be handled by the local housing authority employees and they were taught how to do that properly. I can't really tell you the details about it. It just means that with level 1 mould, local housing organization workers can do the clean-up.

However, for the levels 2 and 3 mould categories, they will have to put out an RFP to contract companies that can handle levels 2 and 3 mould. It will be dealt with through contract. I can't give you any details about what the differences are in levels 1, 2, and 3 mould, but I can get more information on it from my departmental staff and get back to the member to see why levels 2 and 3 need to be done by a contractor. Thank you very much, Mr. Speaker.

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

**Mr. Akoak**: Thank you, Mr. Speaker. Like anything else, smaller communities don't have contractors. In dealing with levels 2 and 3 mould remediation, you would probably have to fly someone in. Can you tell me how long of a wait it would be for a contractor to come in to fix up the problem if you consider levels 2 and 3? Thank you, Mr. Speaker.

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

**Hon. George Kuksuk** (interpretation): Thank you very much, Mr. Speaker. The RFP for level 2 mould remediation, if I understand his question properly as to how long the wait would be for it to be dealt with by a contractor, I can't respond to that. It could be a case-by-case situation depending on how much work will need to be done and depending on the number of units the contractor would have to work on. I can't respond to that right now. Thank you, Mr. Speaker.

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

### **Question 686 – 4(3): Public Service Leadership**

**Ms. Angnakak**: Thank you, Mr. Speaker. My questions are for the Minister of Finance and they concern the issue of leadership in the public service.

I am pleased to note that the Government of Nunavut recently issued an invitation for applications to

encourage Nunavut Inuit and residents of the territory to apply for senior level leadership positions in the government. This application process is being undertaken in cooperation with the executive search firm called Phelpsgroup. I believe that is how you say their name. The deadline for applications was January 31, 2017. Can the minister indicate approximately how many applications have been received? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister of Finance, Mr. Keith Peterson.

**Hon. Keith Peterson:** Thank you, Mr. Speaker. All I can tell Ms. Angnakak is that some applications were received, and I don't have the number. Thank you, Mr. Speaker.

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

**Ms. Angnakak:** Thank you, Mr. Speaker. I thank the minister for his great response. Many of my constituents are public servants who work very hard every day on behalf of the territory.

While I applaud the government for such initiatives as long-term service awards, I would also like to see us show even more leadership with respect to encouraging and generating good ideas.

Is the minister open to creating a recognition program for the public service that encourages employees to generate specific ideas for ways to improve the delivery of programs and services that don't require budget increases or cuts? Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister of Finance, Mr. Keith Peterson.

**Hon. Keith Peterson:** Thank you, Mr. Speaker. Yes, it's a good idea. I have posed that before. Mr. Speaker, I think there is a process through Executive and Intergovernmental Affairs for employees to put suggestions in. In fact last summer I put a suggestion in that I thought would save the government several million dollars. I was kind of kidding that if I could get 10 percent of the savings annually, it could be very beneficial to me.

Yes, all kidding aside, public service employees are the focus on the frontlines. They're working in our offices in our communities. They often have many good ideas and suggestions that I think their supervisors and ourselves could benefit from or provide better services to Nunavummiut. I would encourage employees to do that and I thank Ms. Angnakak for bringing that up. Thank you, Mr. Speaker.

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

**Ms. Angnakak:** Thank you, Mr. Speaker. I thank him for his kind response. Mr. Speaker, I fully understand and recognize that the relationship between unions and employers is sometimes going to be adversarial. That's the nature of the system. However, I do think that we should try our best to show leadership whenever possible in terms of reaching agreement whenever possible.

Can the minister indicate how often he meets in person with the leaders of the

Nunavut Employees Union and the Nunavut Teachers Association? Thank you, Mr. Speaker.

**Speaker:** The Hon. Minister of Finance, Hon. Keith Peterson.

**Hon. Keith Peterson:** Thank you, Mr. Speaker. I thank Ms. Angnakak for the question. I personally don't meet and sit down with those individuals. I see them here and there at airports or around town. We chitchat. I see them at events.

I do have officials who regularly meet with our union colleagues to sort out any issues that we may have with the employer-employee relationship. We encourage that. It's something that is beneficial to the Government of Nunavut and to our employees if we have a good working relationship with our union representatives. Thank you, Mr. Speaker.

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

#### **Question 687 – 4(3): Tidal Energy Study for Iqaluit**

**Mr. Okalik** (interpretation): Thank you, Mr. Speaker. I have a question for the minister next to me regarding his responses from the energy corporation.

They did a wind power generation study here in Iqaluit. I do know that communities outside of Iqaluit have more wind, but I'm also aware that Iqaluit tides are one of the strongest in Canada. Down south tidal energy is utilized to provide energy. Perhaps they can study that instead because tides occur every day and can be used in Nunavut. I'm asking the minister if they

can start a study into that. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister responsible for the Energy Corporation, Mr. Johnny Mike.

**Hon. Johnny Mike** (interpretation): Thank you, Mr. Speaker. The energy corporation board is responsible for that on either tidal, wind, or solar energy and using clean energy. I don't know if a study has been done, but I know that it has been discussed. I haven't been informed whether a study will be initiated or not by the energy corporation. Thank you, Mr. Speaker.

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

**Mr. Okalik** (interpretation): Thank you, Mr. Speaker. The federal government seems to be looking more towards using less fossil fuel. Perhaps we can encourage the study of tidal energy because tides will never disappear and it could be used forever. Perhaps the minister can look into that through the federal government to see if they can start doing things such as that. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Minister responsible for the Energy Corporation, Mr. Mike.

**Hon. Johnny Mike** (interpretation): Thank you, Mr. Speaker. Yes, we know that tides are really strong in Iqaluit. I know that the federal government's budget for energy production that doesn't use fossil fuels will be identified. The Canadian government, as we know, has this as one of their priorities. As I'm responsible for the energy corporation, I

don't know how much money they will set aside, but if there's money available, they can study cleaner energy projects that don't pollute the environment. I can look into what's available out there. Thank you, Mr. Speaker.

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

**Question 688 – 4(3): Air Quality Testing**

**Mr. Mikkungwak** (interpretation): Thank you very much, Mr. Speaker. My question is directed to the Minister of Environment.

In the past years after we were elected, the Department of Environment was studying air quality with testing equipment. Will they be doing this in the upcoming summer and, if so, in which communities will they study for air quality? Thank you very much, Mr. Speaker.

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

**Hon. Joe Savikataaq**: Thank you, Mr. Speaker. Currently the only air quality testing that is up and operational is up in Iqaluit. I believe there's one in Arviat that should be going up. I'm not fully aware; I can find out shortly. Those are the two, but there is only one operational right now. Thank you, Mr. Speaker.

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

**Mr. Mikkungwak** (interpretation): Thank you very much, Mr. Speaker. It's obvious that Baker Lake has the most elders and the community is growing because of the mine nearby. I have many constituents and we are one of the larger communities. With the dust problem during the summer, will the Department of Environment be doing a study on that? Thank you very much, Mr. Speaker.

**Speaker** (interpretation): Thank you. (interpretation ends) The Hon. Minister of Environment, Mr. Joe Savikataaq.

**Hon. Joe Savikataaq**: Thank you, Mr. Speaker. We have no plans to do any air quality testing in Baker Lake right now, but we are in the process of... We would like to get baseline air quality assessments done and eventually we would like to do that Nunavut-wide just so that we could get a baseline of air quality. Currently right now we have nothing in the plans for Baker Lake. Thank you, Mr. Speaker.

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

**Mr. Mikkungwak** (interpretation): Thank you very much, Mr. Speaker. It's clear from the minister's response, but we are a part of Nunavut and mining is really developing in Nunavut. The air quality studies and how it would impact a community is something the government needs to understand.

I would appreciate being written to by the Department of Environment. I'm asking the minister if they shouldn't be conducting an air quality study in Baker Lake this coming summer, since it has

the highest population of elders. There are also many residents with respiratory illnesses, which is the more reason to carry out that air quality study. Baker Lake is also one of the warmest communities in the summer. Can the department do a study? Thank you very much, Mr. Speaker.

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

**Hon. Joe Savikataaq:** Thank you, Mr. Speaker. My answer is still the same. We don't have any plans to do any air quality testing in Baker Lake now. The three communities that are going up next are Arviat, Kugluktuk, and Pond Inlet. Those are the next three communities that will have air quality testing. Baker Lake would be in the same category as all the other communities. When the time comes to expand, we will think about which communities will be next. Currently we are starting it off at the regional centres for the Department of Environment. That's how the communities were picked. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. The time question period has expired. Moving on. Item 7. Written Questions. Item 8. Returns to Written Questions. (interpretation ends) 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. The Hon. Member for Rankin Inlet North-Chesterfield Inlet, Mr. Tom Sammurtok.

## **Item 12: Reports of Standing and Special Committees on Bills and Other Matters**

### **Committee Report 023 – 4(3): Bill 31, An Act to Amend the Human Rights Act**

**Mr. Tom Sammurtok:** Thank you, Mr. Speaker. I wish to report that Bill 31, *An Act to Amend the Human Rights Act*, has been reviewed by the Standing Committee on Legislation and that the bill is ready for consideration in Committee of the Whole. Thank you, Mr. Speaker.

**Speaker:** Thank you. Bill 31 will appear on the order paper on Saturday, March 11.

Reports of Standing and Special Committees on Bills and Other Matters. The Hon. Member for Rankin Inlet North-Chesterfield Inlet, Mr. Tom Sammurtok.

### **Committee Report 024 – 4(3): Bill 38, Nunavummi Nangminiaqtunik Ikajuuti Implementation Act**

**Mr. Tom Sammurtok** (interpretation): Thank you, Mr. Speaker. I wish to report that Bill 38, *Nunavummi Nangminiaqtunik Ikajuuti Implementation Act*, has been reviewed by the Standing Committee on Legislation and that the bill is ready for consideration in Committee of the Whole. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. (interpretation ends) Bill 38 will appear on the order paper on Saturday, March 11.

Reports of Standing and Special Committees on Bills and Other Matters. The Hon. Member for Rankin Inlet North-Chesterfield Inlet, Mr. Tom Sammurtok.

**Committee Report 025 – 4(3): Bill 42, An Act to Amend the Tobacco Tax Act**

**Mr. Tom Sammurtok:** Thank you, Mr. Speaker. I wish to report that Bill 42, *An Act to Amend the Tobacco Tax Act*, has been reviewed by the Standing Committee on Legislation and that the bill is ready for consideration in Committee of the Whole. Thank you, Mr. Speaker.

**Speaker:** Thank you. Bill 42 will appear on the order paper on Saturday, March 11.

Reports of Standing and Special Committees on Bills and Other Matters. Item 13. Tabling of Documents. The Hon. Minister of Economic Development and Transportation, Ms. Monica Ell-Kanayuk.

**Item 13: Tabling of Documents**

**Tabled Document 278 – 4(3): Report on the Administration of the Transportation of Dangerous Goods Act, 1990 for 2014**

**Tabled Document 279 – 4(3): Report on the Administration of the Transportation of Dangerous Goods Act, 1990 for 2015**

**Hon. Monica Ell-Kanayuk:** Thank you, Mr. Speaker. I am pleased to table today the *Report of the Administration of the Transportation of Dangerous Goods Act*,

1990, for 2014 and 2015. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. (interpretation ends) Tabling of Documents. The Hon. Minister of Family Services, Hon. Johnny Mike.

**Tabled Document 280 – 4(3): Biannual Update to the Standing Committee on Public Accounts, Independent Officers and Other Entities on the Report of the Auditor General of Canada to the Legislative Assembly of Nunavut “2015 Follow-up Report on Child and Family Services in Nunavut”**

**Hon. Johnny Mike:** Thank you, Mr. Speaker. Today I am tabling the Biannual Update to the Standing Committee on Public Accounts, Independent Officers and Other Entities on the Report of the Auditor General of Canada to the Legislative Assembly of Nunavut titled, “2015 *Follow-up Report on Child and Family Services in Nunavut*.” Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. (interpretation ends) Tabling of Documents. The Hon. Minister of Family Services, Mr. Johnny Mike.

**Tabled Document 281 – 4(3): Getting Ready for Employment Training Program – Evaluation of Round 2 of the Program Delivery, January to April 2016 (February 2017)**

**Hon. Johnny Mike** (interpretation): Thank you, Mr. Speaker. I am pleased to table today the Getting Ready for Employment and Training Program Evaluation of Round 2 Program

Delivery, January to April 2016. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Tabling of Documents. I also have documents to table.

**Tabled Document 282 – 4(3): Report on Members’ Absences October 1, 2016 to December 31, 2016**

**Tabled Document 283 – 4(3): Pension Administration Report – Retiring Allowances Act and Supplementary Retiring Allowances Act**

(interpretation ends) Thank you, members. I have two documents to table today.

The first document is the *Report on Members’ Absences from Sitzings of the House and Meetings of Committees and Caucuses for the Period October 1, 2016 to December 31, 2016*.

The second document is the 2015-16 *Pension Administration Report – Legislative Assembly Retiring Allowances Act and the Supplementary Retiring Allowances Act*. (interpretation) Thank you.

(interpretation ends) Item 14. Notices of Motions. Hon. Member for Baker Lake, Mr. Simeon Mikkungwak.

**Item 14: Notices of Motions**

**Motion 045 – 4(3): Extended Adjournment – Notice**

**Mr. Mikkungwak:** Thank you, Mr. Speaker. I give notice that on Monday,

March 13, 2017, I will move the following motion:

I MOVE, seconded by the Hon. Member for Aggu, that pursuant to the provisions of Rule 3, that when the House concludes its present sitting, it shall be adjourned until May 30, 2017.

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

**Speaker** (interpretation): Thank you. (interpretation ends) Item 15. Notices of Motions for First Reading of Bills. The Hon. Member for Iqaluit-Niaqunngu, Ms. Pat Angnakak.

**Item 15: Notices of Motions for First Reading of Bills**

**Bill 41 – An Act to Amend Certain Acts Respecting Annual Reports Provided to the Speaker – Notice**

**Ms. Angnakak:** Thank you, Mr. Speaker. I give notice that on Friday, March 10, 2017, I will move that Bill 41, *An Act to Amend Certain Acts Respecting Annual Reports Provided to the Speaker*, be read for the first time.

At the appropriate time I will seek consent to deal with my motion today. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. (interpretation ends) Notices of Motions for First Reading of Bills. Hon. Member for Hudson Bay, Mr. Allan Rumbolt.



**Bill 43 – An Act to Amend the  
Legislative Assembly and  
Executive Council Act – Notice**

**Mr. Rumbolt:** Thank you, Mr. Speaker. I give notice that on Friday, March 10, 2017, I will move that Bill 43, *An Act to Amend the Legislative Assembly and Executive Council Act*, be read for the first time.

At the appropriate time I will seek consent to deal with my motion today. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. Item 16. Motions. (interpretation ends) Hon. Member for Baker Lake, Mr. Mikkungwak.

**Item 16: Motions**

**Mr. Mikkungwak:** Thank you, Mr. Speaker. I seek unanimous consent to deal with my motion today. Thank you, Mr. Speaker.

**Speaker:** The member is seeking unanimous consent to deal with his motion today. Are there any nays? There are none. Please proceed, Mr. Mikkungwak.

**Motion 045 – 4(3): Extended  
Adjournment**

**Mr. Mikkungwak:** Thank you, Mr. Speaker. Thank you to my colleagues.

I MOVE, seconded by the Hon. Member for Aggu, that pursuant to the provisions of Rule 3, that when the House concludes its present sitting, it shall be adjourned until May 30, 2016.

Thank you, Mr. Speaker.

**An Hon. Member:** 2017.

**Mr. Mikkungwak:** 2017, Mr. Speaker.

>> *Laughter*

**Speaker** (interpretation): Thank you. The motion is in order. All those in favour. Thank you. Opposed. The motion is carried.

(interpretation ends) Item 17. First Reading of Bills. (interpretation) Member for Iqaluit-Niaqunngu, Ms. Pat Angnakak.

**Item 17: First Reading of Bills**

**Ms. Angnakak:** Thank you, Mr. Speaker. I seek the consent of the House to waive the notice period so that Bill 41, *An Act to Amend Certain Acts Respecting Annual Reports Provided to the Speaker*, can be read for the first time. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. (interpretation ends) The member is seeking unanimous consent to deal with Bill 41 so that it can receive first reading today. Are there any nays? There are none. Please proceed, Ms. Angnakak.

**Bill 41 – An Act to Amend Certain  
Acts Respecting Annual Reports  
Provided to the Speaker – First  
Reading**

**Ms. Angnakak:** Thank you, Mr. Speaker and my colleagues. I move, seconded by Hon. Member for Cambridge Bay, that Bill 41, *An Act to Amend Certain Acts Respecting Annual Reports Provided to the Speaker*, be read for the first time. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. The motion is in order. All those in favour. Thank you. Opposed. The motion is carried.

(interpretation ends) First Reading of Bills. The Hon. Member for Hudson Bay, Mr. Allan Rumbolt.

**Mr. Rumbolt:** Thank you, Mr. Speaker. I seek the consent of the House to waive the notice period so that Bill 43, *An Act to Amend the Legislative Assembly and Executive Council Act*, can be read for the first time. Thank you, Mr. Speaker.

**Speaker:** The member is seeking consent to deal with Bill 43 so that it can receive first reading today. Are there any nays? There are none. Please proceed, Mr. Rumbolt.

**Bill 43 – An Act to Amend the Legislative Assembly and Executive Council Act – First Reading**

**Mr. Rumbolt:** Thank you, Mr. Speaker. Thank you, members. I move, seconded by the Hon. Member for Cambridge Bay, that Bill 43, *An Act to Amend the Legislative Assembly and Executive Council Act*, be read for the first time. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. The motion is in order. All those in favour. Thank you. Opposed. The motion is carried.

Going back to orders of the day. Item 18. (interpretation ends) Second Reading of Bills. The Hon. Minister of Education, Hon. Paul Quassa.

**Item 18: Second Reading of Bills**

**Bill 37 – An Act to Amend the Education Act and the Inuit Language Protection Act – Second Reading**

**Hon. Paul Quassa:** Thank you, Mr. Speaker. I move, seconded by the Hon. Member for Arviat North, that Bill 37, *An Act to Amend the Education Act and the Inuit Language Protection Act*, be read for the second time.

Mr. Speaker, this bill amends the *Education Act* and the *Inuit Language Protection Act* in response to the Report of the Special Committee of the Legislative Assembly on the *Education Act* and subsequent consultations with stakeholders, including designated Inuit organizations, district education authorities, and the community at large. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. (interpretation ends) The motion is in order. To the principle of the bill. All those in favour. (interpretation) Thank you. (interpretation ends) Opposed. The motion is carried and Bill 37 is referred to the Standing Committee on Legislation.

Second Reading of Bills. The Hon. Minister of Justice, Hon. Keith Peterson.

**Bill 40 – Corrections Act – Second Reading**

**Hon. Keith Peterson:** Thank you, Mr. Speaker. I move, seconded by the Hon. Member for Arviat South, that Bill 40, *Corrections Act*, be read for the second time.

Mr. Speaker, this bill provides for a modern corrections system for Nunavut.

In particular it provides for robust appeals and grievance mechanisms for inmates, introduces an independent investigations officer, and establishes an Inuit societal values committee. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. (interpretation ends) The motion is in order. To the principle of the bill. All those in favour. (interpretation) Thank you. (interpretation ends) Opposed. The motion is carried and Bill 40 is referred to the Standing Committee on Legislation.

Second Reading of Bills. The Hon. Member for Iqaluit-Niaqunnguu, Ms. Pat Angnakak.

**Ms. Angnakak:** Thank you, Mr. Speaker. I seek the consent of the House to waive the notice period so that Bill 41, *An Act to Amend Certain Acts Respecting Annual Reports Provided to the Speaker*, can be read for the second time. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. (interpretation ends) The member is seeking consent to deal with Bill 41 so that it can receive second reading today. Are there any nays? There are none. Please proceed, Ms. Angnakak.

**Bill 41 – An Act to Amend Certain Acts Respecting Annual Reports Provided to the Speaker – Second Reading**

**Ms. Angnakak:** Thank you, Mr. Speaker. Thank you to my colleagues. I move, seconded by the Hon. Member for Cambridge Bay, that Bill 41, *An Act to Amend Certain Acts Respecting Annual Reports Provided to the Speaker*, be read

for the second time. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. (interpretation ends) The motion is in order. To the principle of the bill.

**An Hon. Member** (interpretation): Question.

**Speaker:** Question has been called. All those in favour. (interpretation) Thank you. (interpretation ends) Opposed. The motion is carried and as Bill 41 is a House Bill, it is referred to the Committee of the Whole.

Second Reading of Bills. The Hon. Member for Hudson Bay, Mr. Allan Rumbolt.

**Mr. Rumbolt:** Thank you, Mr. Speaker. I seek the consent of the House to waive the notice period so that Bill 43, *An Act to Amend the Legislative Assembly and Executive Council Act*, can be read for the second time. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. (interpretation ends) The member is seeking consent to deal with Bill 43 so that it can receive second reading today. Are there any nays? There are none. Please proceed, Mr. Rumbolt.

**Bill 43 – An Act to Amend the Legislative Assembly and Executive Council Act – Second Reading**

**Mr. Rumbolt:** Thank you, Mr. Speaker and members. I move, seconded by the Hon. Member for Cambridge Bay, that Bill 43, *An Act to Amend the Legislative Assembly and Executive Council Act*, be

read for the second time. Thank you, Mr. Speaker.

**Speaker** (interpretation): Thank you. (interpretation ends) The motion is in order. To the principle of the bill.

**An Hon. Member:** Question.

**Speaker:** All those in favour. Opposed. The motion is carried and as Bill 43 is a House Bill, it is referred to the Committee of the Whole.

Item 19. [Consideration in] Committee of the Whole of Bills and Other Matters. Bills 19, 26, 27, 30, 32, 33, 34, 35, 41, and 43 with Mr. Enook in the Chair.

In accordance with the authority provided to me by Motion 41 – 4(3), the committee will stay in session until it reports itself out.

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

(interpretation) Sergeant-at-Arms.

>>*House recessed at 15:51 and Committee resumed at 16:18*

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

**Chairman** (Mr. Enook)(interpretation): Good afternoon. I would like to call the committee meeting to order.

First of all, Nunavummiut watching the televised proceedings and listening to the radio broadcast, welcome to your committee. I say “good day” to my fellow residents of Pond Inlet.

Members, in Committee of the Whole we have the following items to deal with: Bills 19, 26, 27, 30, 32, 33, 34, 35, 41, and 43. What is the wish of the committee? Mr. Rumbolt.

**Mr. Rumbolt:** Thank you, Mr. Chairman. Good afternoon, members. Mr. Chairman, we wish to continue with Bill 34 and continue with the review of the main estimates of the Department of Finance, followed by the Department of Economic Development and Transportation. If time permits, we will proceed to the review of Nunavut Arctic College. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you, Mr. Rumbolt. Are we in agreement that we first deal with Bill 34?

**Some Members:** Agreed.

**Bill 34 – Appropriation (Operations & Maintenance) Act, 2017-2018 – Finance – Consideration in Committee**

**Chairman** (interpretation): Thank you. Minister Peterson, do you have officials that you would like to join you at the witness table? Minister Peterson.

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I would like to have two witnesses join me at the table. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Peterson would like to have officials with him at the witness table. Do you agree?

**Some Members:** Agreed.

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

Thank you, Sergeant-at-Arms. Minister Peterson, please introduce your witnesses. Minister Peterson.

**Hon. Keith Peterson:** Thank you, Mr. Chairman. To my right is Jeff Chown, Deputy Minister, and to my left is Alma Power, Associate Deputy Minister. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you, Minister Peterson. Mr. Chown and Ms. Powers, welcome to the House.

We can now proceed. We're on Finance. Human Resources. Total Operations and Maintenance, to be Voted. \$20,700,000. Do you agree? Mr. Okalik.

**Mr. Okalik** (interpretation): Thank you, Mr. Chairman. It seemed like we were going to agree right away.

I put up my hand to ask a question on human resources. I think it was last spring we were advised that Human Resources took 90 to 95 days to recruit employees. Is that still the case today? If anyone applies for a job within the government, does it still take 90 to 95 days to fill a position? That's my first question. Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. It fluctuates from year to year depending on the number of competitions and paperwork involved, if it's complete or not. I think I answered last summer, under a perfect scenario

from to start to finish with all the paperwork completed, it would be 70, but it fluctuates from year to year between 95 and over 100 days. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Okalik, do you have another question? Please indicate if you want to ask another question so that I don't have to wait. Mr. Okalik.

**Mr. Okalik** (interpretation): Thank you, Mr. Chairman. The Auditor General's report was just tabled on filling the positions within the Department of Health. It's a fairly new report. On page 18 in English, paragraph 87 states that "For the 25 staffing actions that were successfully completed...it took an average of 562 calendar days to hire a new employee..." If that's the case, what have you done to have those positions filled at a faster pace? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. If he's referring to the OAG report that was tabled the day before yesterday, I think those 500 days were referring mostly to nursing positions. Thank you, Mr. Chairman.

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

**Mr. Okalik** (interpretation): Thank you, Mr. Chairman. In the report it doesn't specifically mention nurses. It seems like it's for all the staff positions in the Department of Health. That's a bit long to fill a position. It says they wait approximately 90 days. That seems to be

the norm. What have you done to make it shorter than 562 days? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Mr. Chairman, I met personally with the auditors, three members of the Office of the Auditor General of Canada, and they told me that those positions were primarily for nurses.

Of course, as Mr. Okalik knows, in the letters we delegated hiring authorities several years ago to the health department to hire nurses and last year in February we delegated the firing authorities, as Mr. Okalik knows, being the former Minister of Health.

Our involvement in the recruitment of positions begins with the advertisement part. Whatever is done up to that point, it would be the Department of Health that is responsible. Thank you, Mr. Chairman.

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

**Mr. Okalik** (interpretation): Thank you, Mr. Chairman. I am told that I should know about this, but the report doesn't say whether it's nursing positions or what types of positions they're trying to fill. The report just says 25 positions within the Department of Health. I wanted a good response. Were those 25 positions all for nurses? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** I'm sorry, Mr. Chairman. I don't know what those specific positions he's referring to are. I'm not at that level of detail. When I met with the OAG officials, I think it was yesterday morning or the morning before, they didn't give me the breakdown. They told me that their primary concern with the 500 days was with nurses. Thank you, Mr. Chairman.

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

**Mr. Okalik** (interpretation): Thank you, Mr. Chairman. It states at the top of the paragraph that on average it took 222 days to fill a position at the Department of Health. I know that it's not just for nurses. What have you done to reduce the number of days to fill the positions? We're looking at the targets set back in 1995 for filling vacancies. Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I'm afraid I'm at a loss to where Mr. Okalik is coming from. The OAG report was primarily concerned about the time it takes to hire nurses and that's what my conversation with them was. As Mr. Okalik knows, again I'll repeat that we delegated those hiring authorities to the health department many years ago. It's a specific responsibility that in the last year we delegated at Mr. Okalik's request, following the inquest, the firing authorities for nurses. It's primarily with nurses. Thank you, Mr. Chairman.

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

**Mr. Okalik** (interpretation): Thank you, Mr. Chairman. (interpretation ends) I am referring to recommendation 87, "Based on information the Department of Health and the Department of Finance provided, we found that the Department of Health took an average of 222 calendar days to start a staffing action after a position became vacant." It's for all staffing actions.

Nurses form part of the Department of Health. All the other staff are not nurses and they are support staff, so they should be in there. The department says that they now have new standards of allowing for only 90 to 95 days on average. I'm asking: when will this be improved for other staffers in the Department of Health which are hired by the Department of Finance?  
(interpretation) Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. If Mr. Okalik is so concerned about that part, as I said, if we get a complete file from any department, it goes to job eval. and then from the time of the advertisement, if you go through all the steps and processes, as you remember you've got to advertise the positions, you would have to do the screening and you've got to do the interviews, and then you've got to make the offers and you could do it by email or by letter. There are time lags there, and then you have to go a long time for the appeal process.

Like I said, in a perfect scenario, if Finance HR gets all the paperwork and there's nothing missing, and there are no appeals and a whole bunch of other stuff, like I said, we can turn the competition around in a minimum of 70 days. If we know that you're going to have problems and there are likely going to be appeals, there may not even be any applications or there may be applications where the people who apply are not screened in or they're not qualified for the job, and then you've got to go to another competition, up to a maximum of, I think, three times. In a perfect scenario, it is 70 days if everything is in order, but if it's not in order, it could take from 95 to over 110 days. Thank you, Mr. Chairman.

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

**Mr. Okalik** (interpretation): Thank you, Mr. Chairman. I'm not trying to argue; I'm just following the report and recommendations that are based on this report mentioning 90 days. We find that it takes over 200 days before the job is filled. What are you going to do to improve the system in your department? It would be nice if he would respond to my question. I'm basing my questions on the report and recommendations. Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Mr. Chairman, again, those 220 days is primarily for nurses. We have delegated the authorities to the health department. If there are other job competitions, then our processes kick in and that's why I'm saying they're 95 to 110 to 112 days. Based on experience, we have agreed

with the Auditor General of Canada that we will work with the Department of Health to improve some of the internal processes to reduce the 222 days and then go to competition.

A lot of the delay is in the front end. If the paperwork is complete, then it shouldn't take that long. From the time the job becomes vacant to the time it gets to the Department of Finance, that's the issue with the 222 days. The issue is not what happens after we get the paperwork. We can turn around on that pretty quick.

When I met with the Auditor General the other day, they indicated to me that there's no concern on that part; it's the upfront part and getting all the proper paperwork. From the time the job is declared vacant to the time that they complete the paperwork and get it to the finance department, that's the real concern. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. We're on page C-7. Mr. Joanasie.

**Mr. Joanasie** (interpretation): Thank you, Mr. Chairman. Welcome, Minister Peterson and your officials.

I would like to turn our attention to the quarterly Inuit employment reports. This one is from December 31, 2016. I believe that's the latest quarterly report. They state that right now there are 1,762.71 Inuit employed. We know and we hear that when the government is trying to fill its positions, some of them take quite a long time.

However, something that I really noticed too is the vacant positions on page 3 of the report. The vacant positions

government-wide are 1,236.11. If we think about all the communities in Nunavut and average it out to the number of the communities, that's almost the same number as the population of a small town like Clyde River. We're aware that some jobs are filled by casuals or through temporary positions. Even though that's the case, there are still a lot of vacant positions.

How have you tried to speed up the hiring process to fill these vacant positions in the finance department?  
Thank you, Mr. Chairman.

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

**Hon. Keith Peterson**: Thank you, Mr. Chairman. We are improving our standard of service in the Department of Finance. A lot of the process begins when a job is declared vacant. We need to get the request all complete before we can go to competition.

As Mr. Joanasie said, if it's a vacant position, they are filled in a lot of cases with casuals who are attached to the job. They fulfill a certain amount of the duties and responsibilities of that job, not 100 percent, and their pay is adjusted accordingly. We also use relief workers.

Through competitions such as last year, we went through a new directive for restricted competitions. They look at a position and the department can tell us if it's a position that there's a local pool of qualified Inuit and beneficiaries who are Nunavut Inuit, which is a new term, in the community or if it's a geographical location or if it's a GN-only position. They tell us and that seems to have had



some success. The departments are using that more and more.

We also encourage departments, if a person has been in a casual position for a year or longer, especially for two years or longer, and they can do the job, we will process the paperwork for direct appointments and that goes through cabinet. We are trying to speed up the process, but oftentimes it comes down to: if there is any competition in the community, are there any qualified applicants?

There's a whole process, not simply you run one competition and then you're lucky and fortunate enough to find a candidate. Sometimes you can make an offer to a candidate and we have seen this many times, and then they decide that they don't want that job, that they're not interested now. We run into those things.

Like I said, in a perfect scenario you can fill those positions, but there are a lot of variables that come into play. Of course housing is also an issue. I think I said yesterday or in the last couple of days, we have a shortage of 900 staff housing units across Nunavut that we need for positions. Thank you, Mr. Chairman.

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

**Mr. Joanasie** (interpretation): Thank you, Mr. Chairman. On what you just said about placing job ads, for beneficiaries of the land claims agreement, you have started creating competitions just for them through a new directive. Do you have a number on how many job ads have been placed just for

beneficiaries in the past year? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson**: Thank you, Mr. Chairman. If Mr. Joanasie is referring to restricted competitions and this only started last year, just for beneficiaries we've had 52. The current status is 28 are active, 19 were successful, 1 was cancelled, and 4 were unsuccessful. If you go to GN employees, we have 21, but we've had since the beginning of November 2015 to the end of December this past year 73 restricted competitions run across Nunavut. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you, Minister Peterson. (interpretation ends) I'm not arbitrarily trying to change your name. I just called you Mr. Patterson and I apologize.

>> *Laughter*

Mr. Joanasie.

**Mr. Joanasie** (interpretation): Thank you, Mr. Chairman. We know this is a new directive that just started last year. As the minister stated, they are trying to fill some positions and the job competitions are still out there. I believe he stated that there are 19 active competitions right now. Will you be continuing with this program as a government? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson**: Mr. Chairman, we have seen that running restricted

competitions is helpful. We know that if you have a casual in a position and if you run a competition, there may be other people interested in that position as well. The casual employee and other people in the community may be interested. It gives everybody a fair and equitable chance of applying on the same job. Thank you, Mr. Chairman.

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

**Mr. Joanasie** (interpretation): Thank you, Mr. Chairman. I thank the minister for his response. I would like to move on to something else. The *Public Service Annual Report* for 2015-16, starting on page 12, states that some government employees go on education leave and in 2015-16 there were 35 staff members. It doesn't say if they were beneficiaries or not. Can the minister state whether or not they are beneficiaries? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson**: Thank you, Mr. Chairman. I'm sorry about the 78 pages of the report or more. I don't know if we anticipated having that level of detail, but we don't have it here. I can get that information if the member is interested. Thank you, Mr. Chairman.

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

**Mr. Joanasie** (interpretation): Thank you. Yes, I will be expecting to get that information.

Where was it now? Pages 23 and 24. What I really noticed and talked about

recently was my reply to the finance minister's Budget Address. It's around 50 percent Inuit employment right now. On pages 23 and 24 it indicates that there is no change in the numbers.

Even though that's the case, there are the Sivumuaqatigiit Division and Sivuliqtiksat intern program. Even though those programs are in place, maybe there's not enough of that happening and that's why the numbers are not changing. It doesn't really say here what other efforts you are going to take.

We all know that part of the \$50 million NTI just got will be going to the government. Have you started making considerations on how you will use this money to turn jobs toward Inuit? I was talking about the 1,200 vacant jobs in the government and how those jobs can be given to Inuit who want to work. Can the system be set up with the \$50 million? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson**: Thank you, Mr. Chairman. I'm not involved myself as part of the board that oversees that \$50 million, but I understand that there will be funds available to the Government of Nunavut to train Nunavut Inuit. That would help us if they get trained and that would help us with our recruitment. We do have the jobs available for people to apply on. If they get the proper training and they're priority hire under the land claims agreement, it would help us. I'm sure that 50 percent would increase over time.

I do have to point out, though, that although the percentage doesn't seem to be changing over time, we're creating more jobs and then more Inuit are applying for jobs. The actual numbers are going up, but the percentage isn't changing. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you, minister. Mr. Joanasié.

**Mr. Joanasié** (interpretation): Thank you, Mr. Chairman. As the minister responsible for human resources, have you considered other things, for instance, if you look at the \$50 million, what other programs or initiatives you can introduce as a government to fill more of those vacant positions, especially by Nunavut Inuit? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson**: Thank you, Mr. Chairman. I apologize to Mr. Joanasié, but training and development has come under Executive and Intergovernmental Affairs. They're leading the government on that area. Again, like I said in my earlier answer, as a government we're supportive of priority hiring. If people can get the training that they need to qualify for the jobs, then there are a lot of good opportunities in the Government of Nunavut at all levels. We certainly look forward to supporting whatever the final decision is on the programs to train people are. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Do you have another question? Mr. Joanasié.

**Mr. Joanasié** (interpretation): Thank you. For the benefit of the listening audience, as the Minister of Finance and responsible for human resources and the collective bargaining for the entire government, he stated that the training of employees is under another department. Why is it set up in an unnecessarily separate fashion? My question is concerning human resources. It would seem that my questions on human resources should be under his department, but I get referred to another department. Thank you, Mr. Chairman.

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

**Hon. Keith Peterson**: Thank you, Mr. Chairman. Executive and Intergovernmental Affairs, because it has a higher profile, has a link to a relationship with NTI. It felt at the time that training and development should be in EIA to give it a high profile, and then they would look after the Inuit employment statistics. We're in the staffing and recruitment and labour relations portion of it. That was the purpose of that.

In meeting with a consultant a couple of weeks ago, he was suggesting that maybe training should go back under Finance. That's just a preliminary discussion. Thank you, Mr. Chairman.

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

**Mr. Joanasié** (interpretation): Thank you, Mr. Chairman. It would be more preferable to have it under one department. Perhaps that should be considered in the future.

In the Public Service Annual Report I really noticed this also. For instance, job competitions are put out. It's on page 32. There were 5,059 Nunavummiut who applied for jobs in 2015-16; 412 job competitions were advertised and 327 employees were hired. I really noticed that there were 5,000 applicants, but there were 6,000 applicants from outside of Nunavut. It also states that 177 were Nunavut beneficiaries hired, but there were also 150 non-beneficiaries who were hired. Of those 150, can the minister indicate how many were from outside Nunavut? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. Before I respond, I have to compliment my officials for this very detailed report. In fact this report was tabled within seven months of the fiscal year-end. It's the most comprehensive Public Service Annual Report of the three territories. I'm very pleased that we provided information that Mr. Joanasi can use to ask us questions. We could probably put 100 pages in this thing and I don't know if it would cover everything.

Mr. Chairman, when there's a competition run, it is always priority hire first. We don't even look at the second applications until we have thoroughly exhausted the first avenue of priority hire. I don't know if we have the breakdown of who are non-beneficiaries from the south. There could be non-beneficiaries in Nunavut that actually applied on jobs as well because there are non-beneficiaries working for the Government of Nunavut. There are non-

beneficiaries living in the communities who, because we're a public government, are eligible to apply for government jobs, but they know full well that it is priority hire that comes first. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you, Minister Peterson. We are still on page C-7. (interpretation ends) We are still at C-7. Mr. Qirngnuq.

**Mr. Qirngnuq** (interpretation): Thank you, Mr. Chairman. I have a short question and I think it was asked yesterday, but I would like clarification. Summer students are hired at the end of the school year. Can the minister indicate how long the students are hired for? That is my first question. Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. The program runs from some time in April, I don't have a specific date, to usually the end of August for summer students. Again, it could depend on whether the student is in high school grade 10, 11, or 12. They would have to attend school before they can apply for or get a summer job. Of course for university or other post-secondary students, typically their school year ends some time in April. They can start work in April pretty much right until the end of August. That is more or less the time frame. Thank you, Mr. Chairman.

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

**Mr. Qirngnuq** (interpretation): Thank you, Mr. Chairman. I thank the minister

for clarifying that. Let's say there is more than one summer student applying for a job. There are not too many jobs in the smaller communities. They have the hamlet or the Co-op or the housing organization or the weather station. Do they all provide jobs for summer students? Can the minister respond to that? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. The Summer Student Employment Equity Program is primarily for government departments and public agencies where they have offices in the different communities.

I think Family Services has a pilot project where they would work with entities like hamlets or other employers in town to support them with funding to hire summer students. Thank you, Mr. Chairman.

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

**Mr. Qirngnuq** (interpretation): Thank you, Mr. Chairman. When that kind of project is going to be undertaken, who provides the information to the hamlets? If the person is an Inuk, where does this person provide information from about the program to the smaller communities? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I thank Mr. Qirngnuq for the question. I made a Minister's Statement yesterday about the program so that

Nunavummiut and the communities are aware and the students or their parents will become aware. We're putting that information out now to let the students know that this program is available again this year. As I said, it was our most successful year last year with 249 summer students, of which 202 were Nunavut Inuit. Thank you, Mr. Chairman.

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

**Mr. Qirngnuq** (interpretation): Thank you, Mr. Chairman. I don't think he answered my question fully.

I'll move on to something else. It's part of this. The smaller communities don't have too many jobs available. If they wanted to get into, for example, construction or something else, who can they approach? Who would they approach if they wanted to look for such a job? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. The potential employers with those types of jobs available could approach the directors of family services in the different regions, and then they would put them in touch with the appropriate official in the department that could work with them to explain to them the application process and develop their proposal. Thank you, Mr. Chairman.

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

**Ms. Angnakak** (interpretation): Thank you, Mr. Chairman. (interpretation ends) Good afternoon and welcome.

Under Recruiting and Staffing that I see in your business plan on page 30, I think it's a fair comment to say that housing is a real issue when it comes to hiring and it's a complex problem that really doesn't have an easy answer to it, I don't think. I would like to ask the minister: what changes do you feel need to be made so that the PYs that need housing can get the housing?

For example, we hear of instances where nurses or teachers have to room together. They could be strangers, but because there's a lack of housing, they're asked to room in one house and sometimes that makes one end up quitting. What's the minister's view on that? 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, I have been around long enough that I can remember back to the GNWT days, back to the '80s or even the late '70s with the same problem where there wasn't enough housing and people had to share houses. Here we are today with the same problem.

As I said earlier, we require 900 staff houses for all the positions. A couple of years ago, because we had a surplus, we were able to transfer \$20 million to the housing corporation and asked them if they could build staff housing, but that was just putting a dent in the demand for staff housing.

At the community level or the regional level, there are priority housing levels for nurses, doctors, and teachers. I know that's in there. They have staffing allocation committees in all the regions where the departments have to meet and assign housing to a position.

The only real solution would be more houses. The government has to build more houses. We know that's a challenge. We're already challenged to build public houses and houses for people on social income. Building staff houses is going to be complex. We have asked the Government of Canada for help to build more houses.

If you're in a community such as Iqaluit where there is a housing market, we have been encouraging people to buy or build their own houses and move out of their staff houses. That would free up a lot of housing.

There is no easy solution. This is a decades-old concern on so many fronts in Nunavut. If you take into account all the housing we need for our residents plus the staff housing, we're probably looking at over 4,000 housing units. At an average cost of \$450,000 to \$500,000 per unit, it's a very costly proposition. Thank you, Mr. Chairman.

**Chairman:** Thank you. Ms. Angnakak.

**Ms. Angnakak:** Thank you, Mr. Chairman. I agree with you. It's a difficult problem.

Recently I had somebody get in touch with me that they have been a teacher for quite a while and they thought that it would be a good idea to, perhaps, look at a position in one of the smaller

communities, but the problem of the housing issue came up, that there wasn't a house that came with the teaching position.

I just want you to confirm: are we advertising teacher positions now without housing? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I thank Ms. Angnakak for the question. Without knowing specific details about that competition, I really can't comment. Thank you, Mr. Chairman.

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

**Ms. Angnakak:** Thank you, Mr. Chairman. Well, this person brought that up for me. He saw that it was advertised without housing. I think that's a real concern if we're starting to go that route for those priority positions. Since this is a complex issue and there are no easy solutions, has the department thought about looking at this from an independent point of view, perhaps, of what could be done when it comes to positions and housing, and how they affect each other in such a dramatic way? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I thank Ms. Angnakak for the question. Of course we do know it's a serious issue. As I spoke briefly on it a few minutes ago, it has been a problem

for decades, an issue not a problem, but a serious issue, not just for government staff housing; for all categories and even the private sector. The private sector has struggles with houses for their own employees.

The Nunavut Housing Corporation has the blueprint for action that will allow government departments to work together and come up with plans for how we can address these large issues. As I said, I have put business cases to the Government of Canada numerous times over the years and we have made solid arguments for why we need investment in housing in Nunavut by the Government of Canada. We got a little bit, but certainly not enough that addresses all our needs.

I have said in my Budget Address that there is severe overcrowding in housing in Nunavut. Certainly when nurses, doctors, and teachers are sharing their accommodations, it speaks to that issue. Thank you, Mr. Chairman.

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

**Ms. Angnakak:** Thank you, Mr. Chairman. Yes, I guess it's a matter of if you take from one pot to put into another, which pot do you take from? I understand it really does come down to us having to have more resources.

I want to go on to page 31 of your business plan where you talk about an online database for behavioural descriptive interview questions which are underway. You talk about developing, I guess, more to have the culture and that in it. My question is: how has the culture and the nature of

Nunavummiut been taken into consideration when it comes to developing these interview questions? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I'll ask my Associate Deputy Minister, Ms. Power, to answer that question. Thank you, Mr. Chairman.

**Chairman:** Ms. Power.

**Ms. Power:** Thank you, Mr. Chairman. Behavioural descriptive interviews are really interview questions that allow people to tell a story instead of saying, "Did you do A, B, or C?" It says, "Tell us about a time that you were able to do A, B, or C." It's really more in line with how this culture speaks about themselves. It's not putting yourself above other people. It does give people an opportunity to tell a different story.

We have also changed the way we mark our interview questions. We have also added two additional points for people who can demonstrate knowledge of the north and Nunavut, Inuit and Inuit societal values, and experience with Nunavut. Thank you, Mr. Chairman.

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

**Ms. Angnakak:** Thank you, Mr. Chairman. Do beneficiaries automatically get those two extra marks? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I'll ask Ms. Power to answer that question. Thank you, Mr. Chairman.

**Chairman:** Ms. Power.

**Ms. Power:** Thank you, Mr. Chairman. Yes, they do in my experience. Thank you.

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

**Ms. Angnakak:** Thank you. Again on the same page you talk about the "profile and branding the Government of Nunavut as an Employer of Choice through social media tools." How are you going about doing this?

One of the things I have noticed right away when you look on TV, there are ads for Newfoundland and Labrador and the NWT, but we really don't see Nunavut too much. What are you doing on that front? 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, I can tell you from my own experience, I have a Twitter account and although I don't tweet, I have links to the Government of Nunavut. Regularly I see all the job ads and they come out in all four languages. I get that and through other sources. I know that they are doing that.

We're planning through the GN and are encouraged to be the employer of choice. We're going to expand on that and create a GN employer page and link it to LinkedIn to ensure maximum



visibility so that will get out there. We will continue work in collaboration with Executive and Intergovernmental Affairs to ensure that all the social media outlets are utilized.

I think most of us know that Facebook is pretty dominant in Nunavut communities and that is an area to reach people and again, Twitter and the news outlets. There are a number of areas. That's what we plan to continue to do. Thank you, Mr. Chairman.

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

**Ms. Angnakak:** Thank you, Mr. Chairman. I appreciate the minister's response. Just because you're advertising doesn't mean it makes me want to actually go work for the GN. What are you doing to say, "Hey, come and work for us because you're going to get this, this, and that. It's beneficial for you to come and work for us"? Where is that message? Is that going to come out and what message are you going to say? Why should I choose the GN over GNWT, for example, or the Yukon government? Why should I come to Nunavut? That's kind of where I'm going with this. Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I understand where you're coming at. You can choose Nunavut because there's lots of vast, open space or you can go to the Yukon, where there are lots of forests and mountains. Here we don't have forests. It's similar in the Northwest Territories.

If you're talking about attracting people from the south, in my opinion, you have to market yourself as a place where you can come and get away from the three-hour one-way commute, let's say, in Toronto. You can be at work in Nunavut, let's say in Iqaluit here, in less than 10 minutes. There are wide open spaces. You sell it as an adventure. There are lots of opportunities.

I recall one time reading the newspaper a few years ago in the south this organization ranked Iqaluit, and I'm just speaking about Iqaluit, as the number two city in Canada for professionals aged 30 and under. As you can well imagine, I was surprised to read that, but then I thought about it. There are lots of opportunities for young people in Iqaluit and lots to do. We have to market our territory and our communities, but how you do that is something that we have to keep working on and come put with a plan. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you, Minister Peterson. Ms. Angnakak.

**Ms. Angnakak:** Thank you, Mr. Chairman. I think, perhaps, one suggestion I could give is if you can ask the present employees for suggestions because they know why they like to work for the GN. It might be at least one small way of being able to then promote that because it would be something that had been tried and confirmed by the actual employees that work for the GN.

I would like to go on page 32 of your business plan where you talk about a GN employee engagement survey. This is to help develop action items for the updated Human Resources Strategy. What do you feel is missing from the

strategy presently? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. Our four-year *Human Resources Strategy* expires in 2018. As Ms. Angnakak has said, we are engaging employees. We are talking to our employees. We do send the employees to trade shows to talk to other potential employees who might want to work for the Government of Nunavut.

We do have voluntary employee exit surveys that we ask people what was your experience working for the government who work for particular departments. We do read those surveys and then incorporate that information into our future planning and strategies. Thank you, Mr. Chairman.

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

**Ms. Angnakak:** Thank you, Mr. Chairman. I want to go to something else now and that is to do with the Summer Student Employment Equity Program. In 2016 you had 249 students participate and of that 202 were beneficiaries. I'm wondering: out of the 202 beneficiaries, was that predominantly in the decentralized communities or not? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I don't know if I have a breakdown of where all the beneficiaries are from.

In Iqaluit, for example, there were 92 summer students, Rankin Inlet had 34, Cambridge Bay had 17, Pond Inlet had 11, and Resolute Bay was the only one that didn't have any summer students. Sanikiluaq had five, Coral Harbour had three, Gjoa Haven had eight, Cape Dorset had seven, Arviat had nine, Baker Lake had eight, and Arctic Bay had one.

I don't have the stats in front of me, so I can't tell who the beneficiaries were in those communities. I just have a global amount. I would presume that the bulk of the numbers in those communities were beneficiaries. Thank you, Mr. Chairman.

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

**Ms. Angnakak:** Thank you, Mr. Chairman. When the hiring of summer students begins, what is the process used? Is that the same process of hiring anybody else, that there's a hiring committee and all of that? How does that work? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I'll ask Ms. Power to answer that question. Thank you, Mr. Chairman.

**Chairman:** Ms. Power.

**Ms. Power:** Thank you, Mr. Chairman. It's a little different than our normal hiring process in that the students submit applications unsolicited, then we ask departments to provide us with a listing of where they would like summer students, what role they would like them to play, and then we try to match the

skills that they're looking for with opportunities for students to either use what they're learning in their schooling or for new opportunities. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Do you have another question? Ms. Angnakak.

**Ms. Angnakak:** Thank you. It's just I have heard of students who are in, let's say, a nursing program and they have a summer job doing some kind of office work totally somewhere else. I'm wondering if that could be looked at too. Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I understand where Ms. Angnakak is coming from on that. Departments can only create so many jobs within a field of study for, let's say, a nursing student or an engineering student. If you're an engineering student, the only opportunities might be in Community and Government Services in a certain community. If you're an IT student, again, you're limited by the opportunities there, but you may benefit from some experience working in a department.

I remember being a summer student. I wasn't too worried about working in accounting in the summer. I tried to find other jobs because it was all about making money, because you had to pay your way at college or university. If there is not a position that is directly related to the job, we will still try to accommodate them in a job and get them some experience.

I would certainly hope that the department or public agency isn't just hiring summer students to have them photocopy papers and things like that, but give them some meaningful work. We certainly encourage public agencies and departments, if they're hiring a summer student, to create a work plan, give them some meaningful work, and then make sure that they get constructive feedback.

At the end of it all, as I said the other day, we want these youngsters, when they do graduate from high school and then post secondary, to come back and consider working for the Government of Nunavut, and then our investment in them would be fulfilled. Thank you, Mr. Chairman.

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

**Ms. Angnakak:** Thank you. I've got to talk fast here; I've only got two minutes.

Are performance appraisals done on a yearly basis for all employees, including casual and relief workers? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. That's a loaded question from Ms. Angnakak.

>> *Laughter*

They're supposed to be. We know that they're not in all cases on indeterminate employees, but they're supposed to be and there are all kinds of reasons why. It's beneficial to the employer and

employee. You get constructive feedback. You can identify training needs for the employee. They can tell you how they feel in their current job and what career opportunities they're looking for. They're supposed to be, but we know they're not. We keep encouraging the departments to do them. All the managers and deputy ministers certainly know that it's required.

For the relief workers and casuals, I don't believe it's mandatory, but in some cases there will be some feedback to the casual employee about how they're doing and what they need to do to improve themselves to become qualified for other jobs or higher up jobs as a casual or even an indeterminate employee. Thank you, Mr. Chairman.

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

**Ms. Angnakak:** Thank you, Mr. Chairman. We talked a little bit today about the Auditor General's report that was just tabled. I was reading that too and it talked about the Department of Health lacked documented procedures, service standards, or an effective system for tracking and managing staffing actions. My question is this: does the department of HR have all of these factors in place for the GN overall employment management? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I could state to say yes, but I know Ms. Angnakak is going to want details.

>> *Laughter*

I'm going to ask Ms. Power to provide a detailed explanation. Thank you, Mr. Chairman.

**Chairman:** Ms. Power, detailed information, please.

>> *Laughter*

**Ms. Power:** Thank you, Mr. Chairman. We do have systems within Finance for tracking job evaluation requests that come to us on the staffing side, our competition database. Our systems are quite simplistic and they're in-house built. It's not a large human resource information system by any means, which creates some problems, as you probably noted in the audit, about sharing the information with Health.

We have put processes in place to assist like weekly reporting from the job evaluation system and providing their nursing recruitment division with a clean copy of our database that they can use. Going forward, we can assist them more. Yes, we do have systems but they are quite simplistic. Thank you, Mr. Chairman.

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

**Ms. Angnakak:** Thank you. I am wondering if the department can tell us: when they look at the number of casuals within the government, what's the plan there? What's happening within that area? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I thank Ms. Angnakak for her question. The number of casuals has been a concern for quite a long time. We have made a concerted effort over the last several years to identify casuals who have been on strength longer than a year. In some cases there were five or more years. We have asked the departments and I believe they report on a regular basis with our officials. We will ask of any casuals who are longer than a year. We will ask the department why they're longer than a year and what their plans are.

We have encouraged the departments to run restricted competitions so that casuals and other individuals in the community can apply on the job. If a casual has been in the position for a quite long time, it's very likely that they understand the duties, scope, and responsibilities of the job and they qualify.

We would encourage the departments to consider preparing the paperwork to have casuals direct appointed into their position. Of course that has to go up to the cabinet level and we don't just take a name on a piece of paper; we need some good, solid documentation of who the person is, performance appraisals, their qualifications, job description, and all of that. We want to ensure that if we direct appoint someone into a job, we're not setting them up for failure and they're going to into a job that they can handle. Thank you, Mr. Chairman.

**Chairman** (interpretation): Are you done? You still have one minute.

**Ms. Angnakak:** I'll give it to someone else.

**Chairman** (interpretation): Thank you. Before I proceed, as the Chair, I would like to recognize a fellow resident of my community, Charlie Inuarak, welcome, and a friend of mine from Kimmirut, Maliktoo Lyta. Welcome to the House.

>>*Applause*

We will now proceed. (interpretation ends) Mr. Mikkungwak, you have one minute.

>>*Laughter*

No. You have ten minutes.

**Mr. Mikkungwak** (interpretation): Thank you very much. I have ten minutes and I will also take Ms. Angnakak's extra minute that she gave away. Thank you very much.

>>*Laughter*

First of all, I would like to welcome the minister and his officials.

My first question is it indicates in the 2017-2020 business plan that you are working with the Department of Family Services and it states that "In total, 30 students were provided summer work experience under the program." This program provides wage subsidies to hamlets or private sector employers.

To what extent do the Department of Finance and the Department of Family Services coordinate the administration of the two summer student employment programs? That's my first question. Thank you very much, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. We've got lots of information on the program, but I didn't have all that information. The one piece of information I didn't have is for Mr. Mikkungwak. Mr. Chown tells me there was limited coordination last year, but it will be increased this year. Thank you, Mr. Chairman.

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

**Mr. Mikkungwak** (interpretation): Thank you very much, Mr. Chairman. I'm not sure which one of my colleagues asked the question, but there were eight summer students who worked in Baker Lake, so I would like to applaud the government for employing that many summer students. I also recognized a summer student who worked for us this summer and it has made a great improvement in their personal life and career.

I have another question. If the hamlets or the private sector should apply to the wage subsidy program through the Department of Finance and the Department of Family Services, would they apply for that subsidy through the Department of Family Services? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I thank Mr. Mikkungwak for that question. I appreciate the recognition of that summer student program.

I have to point out that we budget \$985,000 for that summer student

program, but the government departments and the public agencies spent \$2.6 million for salaries and benefits for students last year. That was a tremendous summer student program last year.

With respect to Mr. Mikkungwak's question, the employer or the hamlet would have to contact Family Services directly to discuss that program. Thank you, Mr. Chairman.

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

**Mr. Mikkungwak** (interpretation): Thank you very much, Mr. Chairman. (interpretation ends) I guess I will switch it from here on in.

When you look at your 2014-15 *Public Service Annual Report*, it was tabled in the Legislative Assembly on February 24, 2016, almost 11 months after the end of the fiscal year. However, the 2015-16 *Public Service Annual Report* was tabled in the Legislative Assembly on November 8, 2016, less than eight months after the end of the 2015-16 fiscal year. What specific actions did your department take that resulted in it being able to produce this annual report more quickly? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. It's a good question from Mr. Mikkungwak. That report typically in the past would be tabled anywhere between, I would say, 10 and 14 months after year-end. I think it was Ms. Angnakak who encouraged us to table it

earlier. Then I heard it wasn't a requirement to table it within six months, but somebody told me it has nuanced. I'm sure that person is listening upstairs now.

What we did is we started standardizing our reports so that we could collect the information faster. You have to appreciate, Mr. Chairman, you're going through year-end and then you're going through the summer and getting all that information tabulated and making sure it's accurate. It's a tremendous exercise. It's a lot of pressure on a lot of people. I have to commend all the people that did that.

Then of course we have to make sure that the people on the front of the cover are okay with that. I was very happy to see that the lady that retired in Rankin Inlet last year, Louisa [Nanooklook], is on here. She is a disabled lady that worked for the Government of Nunavut and the GNWT for over 30 years. She is very happy to see that she made the cover. You can see she's smiling.

It was a tremendous effort by everybody. It comes down to standardization of reporting and then making sure that people get that information in by the deadlines. Thank you, Mr. Chairman.

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

**Mr. Mikkungwak:** Thank you, Mr. Chairman. With that question it sort of led me right into my next question regarding the *Public Service Annual Report 2015-16*. I am looking at page 10 of 68 on that particular report and when I look at the community that I am

representing, I see the number of vacancies is 27.

I did go through the report and I am fully aware as to which departments have the vacancies. I guess my question here would be: could I get the actual information provided to me by your department as to those positions are vacant, what their real careers are? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. We don't have that information here today, but we can get that information for Mr. Mikkungwak. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. We're on page C-7. Mr. Akoak.

**Mr. Akoak:** Thank you, Mr. Chairman, minister and staff. My question is with your annual report on pages 41 and 42. I just need an explanation on the total positions filled and the number of terminations. If I can use my community, it is 84 positions and 11 terminations. The next two lines are in percentages. Are the 11 positions completely lost from the community of Gjoa Haven? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I thank Mr. Akoak for the question. That number refers to the people who have left the community, but the positions are still in the community. The actual jobs are still there. Thank you, Mr. Chairman.

**Chairman** (interpretation): Are you done? I apologize. Thank you. Mr. Akoak.

**Mr. Akoak:** Thank you, Mr. Chairman. Do you foresee in the future that they will be filled this year or the next year? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I thank Mr. Akoak for the question. That depends on the department. Wherever the department is with those positions would have to complete the necessary paperwork to allow the Department of Finance to proceed with a job competition. Thank you, Mr. Chairman.

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

**Mr. Akoak:** Thank you, Mr. Chairman. In your business plan on page 31, Regional Operations manages staffing and relocation. Seeing that, are those both on the same page? With those 11 terminations, are they relocations in a sense? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I'll ask Ms. Power to respond to Mr. Akoak's question. Thank you, Mr. Chairman.

**Chairman:** Ms. Power.

**Ms. Power:** Thank you, Mr. Chairman. The staffing relocation that's under Regional Operations is run out of

Igloolik, Rankin Inlet, and Cambridge Bay. They're responsible for hiring and relocating, where needed, people into the communities, either within the territory or from outside the territory. That's run out of those three regional offices. Thank you, Mr. Chairman.

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

**Mr. Akoak:** Thank you, Mr. Chairman. If a job is relocated away from a community, I believe there was something in the past that there would be another from another department who would be sent into that community to replace that termination of a job. Am I correct? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) Is he correct? Minister Peterson.

**Hon. Keith Peterson:** Thank you, Mr. Chairman. It depends on the community, but if it's a decentralized community, the jobs are supposed to be. The government would have to replace that position with another position. It would depend. Thank you, Mr. Chairman.

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

**Mr. Akoak:** Thank you, Mr. Chairman. So that's not a guarantee that I will get a job in the community of Gjoa Haven. Do I understand it that way? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I believe Gjoa Haven is a



decentralized community. If the government was going to move a position out of a decentralized community, any position we transfer from any community to another community has to be run through cabinet. We have a very robust debate and discussion because no MLA or even ministers want to see jobs lost from their communities. If the department is even contemplating doing something like that, they really must come with a solid plan to put a new position in that community that they're going to take the position out of.

I have to say that in my experience in cabinet over the years, it has occurred. Generally the government makes a very serious and sincere effort to keep those jobs in a community. In fact they might even move a couple of positions up and put more positions in over time. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Are you done? Second line of questioning, Mr. Joanasié.

**Mr. Joanasié:** Thank you for recognizing me for the second round, Mr. Chairman. I had asked the minister to come prepared with the question I had asked him on language proficiency in the public service and I asked it in the House.

Can the minister indicate approximately how many positions in the GN currently require employees to be fluently bilingual in both Inuktitut and English or French? Can he answer that question? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I thank Mr. Joanasié for the question. The information I have here is that there are 2,324 positions with a bilingual bonus approved, either as a requirement or as an asset to their job. Thank you, Mr. Chairman.

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

**Mr. Joanasié:** Thank you, Mr. Chairman. I'm trying to find that page in the report too. Can he point out which page it is in the *Public Service Annual Report 2015-16*? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) Minister Peterson, point it out for us, please.

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I'm looking at page 12 of 68 and page 13 of 68 in the Public Service Annual Report. Thank you, Mr. Chairman.

**Chairman:** Thank you, minister. Mr. Joanasié.

**Mr. Joanasié:** Thank you, Mr. Chairman. Thank you for that. I lost myself in all this paper.

I noted in this it says 2,416. However, we know the number of beneficiaries. (interpretation) Where is it? (interpretation ends) I'll quote the Towards a Representative Public Service from December 31, 2016. The totals there are 1,762.71. Those are the number of beneficiaries currently. However, I note too the number of casual beneficiaries... . If you can just hold on a second; I had it all tabulated. It is 418

and if you combine those two it's just over... .

I note it says on page 13, "These numbers do not represent the number of individual employees who receive a bilingual bonus." Does that mean there might be employees who get the bonus twice? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I've got just as much paper here myself and I don't know exactly what page the TRPS report Mr. Joanasie is referring to. Yes, especially if casuals move around from different positions, they may be in one position for four months and then they move to another position and receive the bonus.

I think the important thing to bear in mind is, as I said, the Government of Nunavut is paying out a bilingual bonus to people who are bilingual and/or have a second language as an asset. We are encouraging it and we are rewarding people who are bilingual. Thank you, Mr. Chairman.

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

**Mr. Joanasie:** Thank you, Mr. Chairman. I recall a while ago I had asked about where this bilingual bonus is heading towards. I know the minister had stated that the Inuit Uqausinginnik Taiguusiliuqtiit is developing proficiency tests and I think they're moving toward the three-step bonus. Where is that at now? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I'm going to ask Ms. Power to respond to that question. Thank you, Mr. Chairman.

**Chairman:** Ms. Power.

**Ms. Power:** Thank you, Mr. Chairman. Currently IUT is now in the testing phase for its language proficiency testing. Finance is currently working on the policy for how this will be rolled out. Once we have a policy, we will have to consult with the union because this is part of our collective agreement with the union. We will have to work through that. EIA continues to develop language proficiency educational programs. It will be moving forward in this year. Thank you, Mr. Chairman.

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

**Mr. Joanasie:** Thank you, Mr. Chairman. Thank you for the response. I'm curious: does the GN have any employees on staff that are unilingual Inuit speakers? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. We don't have that information here. Thank you, Mr. Chairman.

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

**Mr. Joanasie:** Thank you, Mr. Chairman. As the minister was saying how this annual report has a lot of information, it is missing some information and that's why we have question period. I do appreciate this information. I think hopefully maybe future annual reports can reflect if there are any staff that are unilingual and their language skills, where they're at.

I just wanted to say that with language and proficiency, we want to work towards more beneficiaries in the workplace. Maybe most Nunavut Inuit are a lot more proficient in Inuktitut. However, they might need some skill development on the English side. Is there anything where Inuit that feel like they're able to work or they feel like they can work in the Inuit language, where they can get help and either trying to fill a job or if they're already in the public service to advance from their position? Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I thank Mr. Joanasie for his comments on the report. It does capture a lot of information and it's good to have that information, but if there are suggestions for improvements, we welcome those suggestions and we would try to include that information if we can actually obtain it.

To answer his specific question, I believe Executive and Intergovernmental Affairs has a training program, English as a second language, that would help unilingual or Inuit who need help with learning English. Through our GN *Human Resources Strategy* we are trying

to help people improve their skill sets in all areas so that they can move up through their career path in the Government of Nunavut in any department or public agency. Thank you, Mr. Chairman.

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

**Mr. Joanasie:** Thank you, Mr. Chairman. Given that Inuit employment has stagnated around 50 percent over the years, I think that's something worth exploring about Inuit in Nunavut, where their skill level is at in terms of language proficiency in the Inuit language and how well they can apply it possibly in the public sector. I look forward to that. Maybe there will be some new initiatives that can look at that.

I was talking about the vacancies, over 1,200 vacancies, and then in this report, *Public Service Annual Report 2015-16*, it also talks about the average salary. Just as an example on page 25 of this report, it says that GN-wide the average salary is just over \$90,000. I mean that's an average, but people can make a decent wage if they apply themselves.

Maybe we need to look at some ways. Perhaps they're unilingual or they have stronger proficiency in the Inuit language and trying to meet these vacancies with the unemployed population of our territory. Maybe the minister can comment on what they might do potentially in this area moving forward. Thank you, Mr. Chairman.

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

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I thank Mr. Joanasie for his insightful comments.

We do, as a government, encourage education. My colleague, Minister Quassa, has been really making education a priority, working on the *Education Act* and amendments to the *Education Act*. Through our summer student program, grades 9, 10, 11, and 12 and then post-secondary, encouraging kids to stay in school through the training program funds that NTI and the GN are working on, if we can get some funding there, we can put out some training programs that would help Inuit employees to get better training.

The key to raising this percentage, which has been well documented over the years in various reports, to us is education. If the kids or younger people stay in school and get their education, they're going to qualify for the jobs that are available. If people are working for the GN, we're supportive of them getting training. We have all kinds of leadership training and programs.

I know the Government of Nunavut offers a variety of training programs. I see the Help Desk messages that come out offering different training in different areas. We certainly encourage our current employees to avail themselves of the training. We encourage our managers, supervisors, and deputies to identify people in their departments or public agencies that need training in certain areas to strengthen their skills to qualify them for other jobs at different levels.

We encourage people out in the communities to keep encouraging kids to

stay in school and get their education. I believe, through Nunavut Arctic Collage, they offer lots of training programs for people who either want to continue schooling after grade 12 or have been out of school, but with some training or education they can go to those programs and then qualify for government jobs. There are lots of opportunities in the government, but people are going to have to get trained and we're going to have to support them. Thank you, Mr. Chairman.

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

**Mr. Joanasie:** Thank you, Mr. Chairman. I agree education is one of the tools, but also at the same time there is formal education. Also, Mr. Shooyook talks about IQ and cultural learning, which sometimes we can't really put it in a classroom, so to speak, but they are still skills nonetheless that we can acquire. I think we can also keep an open mind about some of these issues. I just wanted to state that, and my clock is running out already.

Page 49 talks about the Inuit Employment Steering Committee. They came out with 33 recommendations and they gave it to the Building Capacity Committee. Can the minister provide those to the House at some point if he doesn't have those? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Your time is over. Minister Peterson.

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I thank Mr. Joanasie for that question. Ms. Power is involved in that and I'll ask her to answer that question.

Thank you, Mr. Chairman.

**Chairman:** Ms. Power.

**Ms. Power:** Thank you, Mr. Chairman. The Inuit Employment Steering Committee brought forward, as he said, a number of recommendations to the Building Capacity Committee, which is a DM-level committee. There were too many initiatives to tackle all at once, so it has been reduced to maybe ten accomplishable goals over the next year. Unfortunately I don't have the document with me. I don't have them in front of me. Yes, it has been brought forward and departments are working towards accomplishing those goals. Thank you, Mr. Chairman.

**Chairman (interpretation):** Thank you, Ms. Power. Mr. Joanasié, since I'm a good Chairman, I didn't stop you right away, even though your time ran out. I'll allow you just one more question. Mr. Joanasié.

**Mr. Joanasié:** Thank you, Mr. Chairman. In that case I'll try to put it into two.

>>*Laughter*

On page 32 of the report but it's also reflected on page 35, hiring for 2015-16. I pointed it out earlier that of the 327 positions that were filled, 177 were Inuit and 150 were non-beneficiaries. Can the minister state how many of those positions were hired from outside of Nunavut? Also with that, what were the costs associated with bringing them into Nunavut? Thank you, Mr. Chairman.

**Chairman (interpretation):** Thank you. (interpretation ends) Minister Peterson,

do you have that information with you?  
Minister Peterson.

**Hon. Keith Peterson:** Thank you, Mr. Chairman. I don't know if I have that precise information. We don't track where they're coming from. We don't break it down, but we estimate that 90 percent of those employees come from the south. We spent on average in the last couple of years a little over \$1 million on relocations for employees coming from the south. We spent \$175,000 on paying outside recruitment to help us recruit the five GN positions. Thank you, Mr. Chairman.

**Chairman (interpretation):** Thank you. We are on Finance. Human Resources. Total Operations and Maintenance, to be Voted. \$20,700,000. Agreed?

**Some Members:** Agreed.

**Chairman (interpretation):** Thank you. Mr. Minister, I would like to give you leeway, but there is only one page left to review. Let's move on and deal with page C-8. It reads, Finance. Centrally Administered Funds. \$52,710,000. Do you agree?

**Some Members:** Agreed.

**Chairman (interpretation):** Go back to page C-3. Finance. Detail of Expenditures. Total Operations and Maintenance, to be Voted. \$94,831,000. Do you agree?

**Some Members:** Agreed.

**Chairman (interpretation):** Thank you. Does the committee agree that we have concluded the Department of Finance?

**Some Members:** Agreed.

**Chairman** (interpretation): Thank you. Minister Peterson, we are finished with your department. If you have any closing remarks, the floor is yours. Minister Peterson.

**Hon. Keith Peterson:** Mr. Chairman, I thank you and your committee for your excellent scrutiny and questions over the last few days of the Department of Finance, which includes human resources. We understand it's a very important department to the Government of Nunavut and we will strive to continue to make improvements over the coming years in all the areas that you asked us about.

I would like to thank Mr. Chown and Ms. Power for being here as witnesses with me.

I would like to thank all our staff in my Department of Finance across Nunavut in all the offices. They work hard every day to make the Government of Nunavut a place that is an employer of choice. In a lot of cases the first people that approach us are people from the south on jobs. It's important that we ensure that people understand that it's a great place to work and we do provide lots of support for all our other departments. I would like to express my support to them as well for their working with us on the HR side and all the other areas on the financial side.

I thank my colleagues as well for being here for the last couple of days. Thank you, Mr. Chairman.

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

Before we proceed to the next review of the Department of Economic Development, we will take a 10-minute break while we prepare for that. Thank you.

*>>Committee recessed at 18:12 and resumed at 18:25*

### **Bill 34 – Appropriation (Operations & Maintenance) Act, 2017-2018 – Economic Development and Transportation – Consideration in Committee**

**Chairman** (interpretation): I would like to call the committee meeting to order. We will be reviewing the Department of Economic Development. At this time I would first like to ask Minister Ell-Kanayuk if she has officials that she would like to join her at the witness table. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk** (interpretation): Yes, I have officials that I would like to join me at the witness table. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Does the committee agree to let Minister Ell-Kanayuk's officials go to the witness table?

**Some Members:** Agreed.

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

We will be starting with page K-4. Minister Ell-Kanayuk, for the record,

please introduce your officials. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk**

(interpretation): Thank you, Mr. Chairman. To my left and your right is my Deputy Minister, Sherri Rowe, and to my right and your left is my Assistant Deputy Minister of Economic Development, Bernie MacIsaac. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. MacIsaac and Ms. Rowe, welcome to the House. I would now like to give you an opportunity to make your opening comments, minister.

**Hon. Monica Ell-Kanayuk**

(interpretation): Thank you, Mr. Chairman. I regret that I will be speaking mostly in English as I don't have the Inuktitut translation of my opening comments, but I will translate part of it into Inuktitut myself.

Thank you, Mr. Chairman. It is my pleasure to appear before the Committee of the Whole to present the 2017-18 operations and maintenance budget for the Department of Economic Development and Transportation.

(interpretation ends) The operations and maintenance budget represents the department's annual operational and programming requirements to meet its mandate and includes the provision of grants and contributions to eligible businesses from Nunavut, organizations, and individuals.

I am pleased to present EDT's proposed 2017-18 budget of \$71,496,000. This is an increase of \$3,156,000 over the budget for 2016-17. This 4.6 percent

increase over the prior year is essential to improve Nunavut's transportation system and support the development of Nunavut's economy.

The overall budget increase is comprised of four changes. They are:

- 1) A one-time increase of \$2.5 million for the Community Transportation Initiatives Program.
- 2) An increase of \$1,555,000 for the Iqaluit International Airport Improvement Project. This is a scheduled increase in the annual service payment. It is important to emphasize that the O&M annual service payment is separate from the capital payment.

These two increases are offset by two decreases:

- 3) A scheduled decrease of \$500,000 in temporary tourism funding. This one-time funding was secured at the beginning of this government's mandate for tourism initiatives associated with the implementation of *Sivumut Abluqta* and Nunavut's Tourism Strategy. Some of these activities are now winding down.
- 4) A scheduled decrease of \$401,000 in the Community Tourism and Cultural Industries Contribution Program. This program was also intended to support implementation of *Sivumut Abluqta* and Nunavut's Tourism Strategy.

In addition to these changes, we propose to reprofile portions of the department's existing funding programs to provide more transparency and better control

over the annual O&M budget. The overall objective is to enhance the strategic focus and program delivery of the department's economic development programming. This includes some program realignments as follows:

**To strengthen strategic development across the department, the department is realigning the following programs to the Corporate Management Branch:**

- The Transportation Policy and Planning Division will be realigned from the Transportation Branch to the Corporate Management Branch. This move allows for a more strategic vision for transportation policy and aligns it with EDT's Corporate Policy Division. The total of this realignment is \$858,000 in compensation and benefits and \$87,000 for other expenses. The department is also moving the Community Transportation Initiatives Contribution Program, which is overseen by the Transportation Policy and Planning Division.
- The Country Food Distribution Program and the Strategic Investments Program will be moved from the Economic Development Branch. Effective delivery of these programs is a priority for the department and direct corporate management oversight will ensure that funds available are used to their full potential. Regional offices will remain responsible for frontline program delivery. Financially the grants and contributions budgets for these programs are \$3,433,000 for the Strategic Investments Program

and \$1,576,000 for the Country Food Distribution Program.

**Re-profiling program dollars for increased transparency is also a key departmental objective.**

Each year there are a handful of organizations that approach the department to seek project funding from our programs. For 2017-18 we propose to realign program dollars from an application-based program to core funding for these non-governmental organizations. This will allow for continued funding for these important economic development activities while clarifying for the Members of the Legislative Assembly as well as the public the ongoing nature of our support.

The increased support for core funding is:

- \$100,000 for regional chambers of commerce;
- \$150,000 for the Nunavut Arts and Crafts Association;
- \$175,000 for Alianait; and
- \$260,000 for the Nunavut Film Development Corporation.

These increases, which total \$685,000, are being drawn from two of our application-based programs: \$467,000 from the Strategic Investments Program and \$218,000 from the Community Tourism and Cultural Industries Program.

The department continues to make progress on a number of important files, including:

- Renewal of the Nunavut Economic Development Strategy, which will be



approved and published in the coming months. The department is currently conducting a series of consultations in each Nunavut community. Our goal is to ensure that communities are heard, with a view to gain insight into how we can better serve them. The consultations will be completed by mid-April, with the report targeted for completion in May;

- Renewal of the NNI Policy in collaboration with Nunavut Tunngavik Incorporated. Implementation of the new policy will begin on April 1, 2017. The department is currently visiting communities to provide workshops on the new policy. At the same time, as my colleagues are aware, earlier this sitting I introduced Bill 38, *Nunavummi Nangminiaqaqtunik Ikajuuti Implementation Act*, with the purpose of supporting the implementation of the new policy;
- Encouraging the responsible development of the territory's mineral and petroleum resources; and
- Improving driver's licence and vehicle registration services to Nunavummiut while increasing motor vehicle safety through vehicle inspections and public awareness.

Mr. Chairman, the main estimates and business plan of the Department of Economic Development and Transportation for 2017-18 reflect the department's mandate to develop Nunavut's economy and to maintain and improve Nunavut's transportation system. This budget will also allow the

department to fulfill its commitments under *Sivumut Abluqta*.

I would be happy to respond to any of the committee's questions on the department's 2017-18 main estimates and business plan. (interpretation) Thank you, Mr. Chairman.

**Chairman** (Mr. Akoak): Thank you. Does the chair of the standing committee have opening comments? Mr. Rumbolt.

**Mr. Rumbolt**: Thank you, Mr. Chairman, and good afternoon. Mr. Chairman, I am pleased to provide opening comments on behalf of the Standing Committee on Government Estimates and Operations on its review of the proposed 2017-18 main estimates and 2017-2020 business plan of the Department of Economic Development and Transportation.

The department's proposed 2017-18 operations and maintenance budget of \$71,495,000 has increased by approximately 3.6 percent since the introduction of the department's 2016-17 main estimates. The number of positions in the department is 142. This is an increase of five positions from the 2016-17 main estimates. The department's proposed main estimates and business plan reflect a number of recent changes to the department's organizational structure, including the transfer of funding and positions from the Energy Secretariat to the Department of Environment's new Climate Change Secretariat and the repatriation of a number of responsibilities from Nunavut Tourism.

During the minister's recent appearance before the standing committee, members

took the opportunity to raise a number of issues and concerns.

The Department of Economic Development and Transportation's proposed 2017-2020 main estimates include a total of \$25,766,000 in grants and contributions expenditures. This amount constitutes approximately 36 percent of the department's total operations and maintenance budget.

The Commissioner's Opening Address that was delivered at the beginning of the Second Session of the current Legislative Assembly announced that one of the government's priorities would be to "ensure funds provided to organizations, communities, and individuals adhere to better accountability practices that achieve the outcome this government expects from its investment."

Although members recognize the need for the government to safeguard proprietary information of private entities, the purpose and goals for which public money is being provided to private entities must be disclosed. This in turn should assist the government and all Members of the Legislative Assembly in evaluating the extent to which grants and contributions expenditures are actually achieving their objectives and providing value for money.

Although the Department of Finance's annual government-wide report on grants and contributions expenditures identify the programs and amounts under which funding has been provided, the actual purpose of the funding is often not clearly explained, much less the actual results and outcomes of the spending in

such areas as job creation and infrastructure development.

The Department of Economic Development and Transportation administers approximately a dozen formal policies. During the Committee of the Whole's consideration of the department's 2015-16 main estimates, concerns were raised regarding the expiration of a significant number of these policies. The standing committee notes that progress has been made by the department in renewing a number of its policies.

A number of policies administered by the Department of Economic Development and Transportation, including the *Strategic Investments Program Policy*, the *Community Transportation Initiatives Program Policy*, and the *Country Food Distribution Program Policy*, contain specific annual reporting provisions regarding expenditures undertaken under these programs. However, these reporting requirements are not currently being met in all cases.

The standing committee also notes that the department's Development Partnership Agreement Policy expired in March of 2016. The minister has previously stated in the Legislative Assembly that the Department of Economic Development and Transportation has been working with the Department of Finance to develop a replacement for this policy.

The department's Community Transportation Initiatives Program provides funding for access roads, community marine infrastructure, and small craft harbour capital contributions.

The department's proposed 2017-2020 business plan indicates that it has been working to "Evaluate the effectiveness of the new Community Transportation Initiatives program," and that a report on this work is "anticipated to be tabled in the Legislative Assembly's 2017 Winter Sitting."

The Department of Economic Development and Transportation's proposed 2017-2020 main estimates include \$700,000 in core funding for the Nunavut Business Credit Corporation and \$3,358,000 in core funding for the Nunavut Development Corporation. The standing committee looks forward to the minister's 2017-18 Letters of Expectation to these entities being tabled in the House in a timely manner.

Televised standing committee hearings on the annual reports and business plans of both the Nunavut Business Credit Corporation and the Nunavut Development Corporation were held earlier during the current Assembly. The standing committee looks forward to seeing progress on the part of the government regarding the committee's recommendations concerning such matters as amending section 37 of the *Nunavut Business Credit Corporation Act* to increase its loan limit threshold in addition to amending the legislation to provide for greater public disclosure of its lending activities.

In January of 2015 the Nunavut Mining Symposium Society hosted an "Oil and Gas Summit" in Iqaluit. The focus of the summit was to provide "a consensual path forward' for all with an interest in Nunavut's petroleum industry and possible future exploration and development." The department's

proposed 2017-2020 business plan indicates that one of its priorities for the upcoming 2017-18 fiscal year is to "Continue working with partners and stakeholders on the Strategic Environmental Assessment to address petroleum exploration and development in Baffin Bay and Davis Strait." The standing committee takes note of such related developments as the role of the Nunavut Impact Review Board in this process.

The first *Nunavut Economic Development Strategy* was released in June of 2003 and reached the end of its ten-year life in the spring of 2013. The department's proposed 2017-2020 business plan indicates that "A series of community consultations began in fall 2016 with the aim of ensuring that community perspectives and priorities are fully integrated in the Strategy. (...) The strategy will be completed in the winter or spring 2017, at which point, community economic development plans will be reviewed."

On June 8 of 2016 the Government of Nunavut's *Report on the Review and Reform of Income Assistance and Economic Development* was tabled in the Legislative Assembly. The report was prepared by the Department of Family Services and the Department of Economic Development and Transportation. The standing committee looks forward to ongoing updates on the status of implementation of the proposed actions and reforms identified in the report.

On March 31 of 2015 the Government of Nunavut relinquished its Community Aerodrome Radio Station services contract with NAV CANADA. A private

company, ATS Services, now delivers CARS services to Nunavut communities on behalf of NAV CANADA. The standing committee continues to urge the minister to table a comprehensive report in the Legislative Assembly on the impact that this transition has had on airport operations, employment, and CARS training in the territory.

Mr. Chairman, that concludes my opening comments on the proposed 2017-18 main estimates and 2017-2020 business plan of the Department of Economic Development and Transportation. Thank you, Mr. Chairman.

**Chairman:** Thank you, Mr. Rumbolt. Before we proceed, I would like to remind members of the following: according to Rule 77(1), you have 10 minutes to speak, and according to Rule 77(2), subject to the discretion of the Chair, a member may speak more than once to a matter under discussion but not until every member wishing to speak has spoken.

I suggest to members that wherever possible you ask your detailed questions during the clause-by-clause review. Do members have any general comments? Economic Development and Transportation. Corporate Management. Mr. Mikkungwak.

**Mr. Mikkungwak** (interpretation): Thank you very much, Mr. Chairman. Welcome to the minister and her officials. For my first question, last year on May 13, 2016 the Government of Nunavut and Nunavut Tunngavik jointly announced that a new Nunavummi Nangminiqagtunik Ikajuuti Policy will come into effect on April 1, 2017.

Your department's draft 2017-2020 business plan on page 199 indicates that community-based workshops have been completed in all regions in anticipation of implementation of the new NNI Policy. In which communities were these workshops held and how many people participated in them? Thank you very much, Mr. Chairman.

**Chairman:** Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk** (interpretation): Thank you, Mr. Chairman. (interpretation ends) I thank the member for that question. In distributing the new policy with the background materials, some were mailed out and they have been given to all the regions.

The community workshops have been completed in Cape Dorset, Rankin Inlet, Pond Inlet, Arviat, and Baker Lake. Iqaluit and Cambridge Bay will take place shortly. More are being scheduled in collaboration with CG&S to provide an introduction and training on the application of the new NNI Policy. Also, a draft plain language guide to the new NNI Policy has been developed and is currently with NTI for their review.

I don't have how many participated in any of those meetings at this time, but I believe we can get that for the member. Thank you.

**Chairman:** Mr. Mikkungwak.

**Mr. Mikkungwak** (interpretation): Thank you very much, Mr. Chairman. I also thank the minister for explaining that clearly. With the communities that were visited, for example, they went to Baker Lake and that's good to hear

because I represent them. However, with respect to the comments that were made in Baker Lake and the other comments provided to your department, how are they going to be addressed? Thank you, Mr. Chairman.

**Chairman:** Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk:** Thank you, *Itsivautaqqtuuq*. The people in the meetings requested the plain language guide, which is what we're currently working on. The draft is with Nunavut Tunngavik Incorporated at this time. Once that's completed, we will be distributing them to the communities. Thank you, Mr. Chairman.

**Chairman:** Mr. Mikkungwak.

**Mr. Mikkungwak** (interpretation): Thank you very much, Mr. Chairman. I also thank the minister. The 2015-16 annual report regarding the Nunavummi Nangminiqqtunik Ikajuuti speaks to businesses that lose a contract they bid on and an appeals board appointed to deal with NNI contract appeals. We have also heard that this appeal board is being developed.

The appointments to the appeals board will be made prior to April 1, 2017. What is the process for appointments to the NNI appeals board? In reading the documentation, it states that there will be five appointees to this board. Thank you very much, Mr. Chairman.

**Chairman:** Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk** (interpretation): Thank you, Mr. Chairman. I also thank the member. Currently under the Nunavummi

Nangminiqqtunik Ikajuuti Policy, there will be some minor changes made to the appeals board. The board will still continue to hear appeals, but its English title... (interpretation ends) I didn't say that. I'll speak in English.

Mr. Chairman, currently we have an NNI appeals board which is in effect until April 1 this year. Once the new NNI Policy is in place, the appeals board will become the tribunal. The tribunal will then be the ones that whoever did the bid request will be able to appeal to. We are going to have five members there, three of which will be appointed by the Government of Nunavut and two that will be appointed by Nunavut Tunngavik Incorporated. Thank you, Mr. Chairman.

**Chairman** (Mr. Enook)(interpretation): Thank you. Mr. Mikkungwak.

**Mr. Mikkungwak** (interpretation): Thank you very much, Mr. Chairman. With the three members that will be appointed by the Nunavut government, will there be a deadline for interested applicants? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk:** Thank you, Mr. Chairman. We are currently working on the scheduling of the appointments and we will be doing a call-out. Thank you, Mr. Chairman.

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

**Mr. Mikkungwak:** Thank you, Mr. Chairman. Thank you for that information. I'll move on to a different

topic here. Your department's *Community Transportation Initiatives Program Policy* requires you to table annually into the Legislative Assembly a summary of contributions detailing the amount of each contribution, the type of initiative being supported, and community. When will you table the next annual report on your department's expenditures under this program? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk**: Thank you, Mr. Chairman. I tabled the report on the Community Transportation Initiatives Program 2016-17 this week. Thank you, Mr. Chairman.

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

**Mr. Mikkungwak**: Thank you, Mr. Chairman. What conclusions has your department reached to date concerning the effectiveness of the new Community Transportation Initiatives Program? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk**: Thank you, Mr. Chairman. Our conclusion is that this program is a very effective program and the communities support it fully. Thank you, Mr. Chairman.

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

**Mr. Mikkungwak**: Thank you, Mr. Chairman. (interpretation) In regard to what we're discussing right now about

your department, the policy provides a limit of \$300,000. Have you thought to increase that amount? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk**: Thank you, Mr. Chairman. So that we can follow effectively, can he refer to the program that he is asking about? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) Mr. Mikkungwak, please clarify.

**Mr. Mikkungwak** (interpretation): I'm still talking about the *Community Transportation Initiatives Program Policy*. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk**: Thank you, Mr. Chairman. We are currently looking at that as we are proposing a one-time \$2.5 million increase for this program, which will allow us to catch up on projects that communities have identified as their priorities. Thank you, Mr. Chairman.

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

**Mr. Mikkungwak** (interpretation): Thank you very much, Mr. Chairman. What is the reason for increasing that amount of funding and what is the main purpose? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk:** Thank you, Mr. Chairman. Over the past three years this program received applications for more than two and half times the funding that was available. As I said, the \$2.5 million will allow us to catch up to some of the projects and the demand from the communities. Thank you, Mr. Chairman.

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

**Mr. Mikkungwak** (interpretation): Thank you very much, Mr. Chairman. With respect to what we're discussing here, the Community Transportation Initiatives Program, how many applications has your department received to date? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk:** Thank you, Mr. Chairman. For 2015 the department received \$3,199,000 in application requests from 19 communities. Thank you, Mr. Chairman.

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

**Mr. Mikkungwak** (interpretation): Thank you very much, Mr. Chairman. How many applications were approved and how many were not approved? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk** (interpretation): Thank you, Mr. Chairman. All the communities were

approved, but some of the money that was requested was decreased. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. We are on K-4. Ms. Angnakak.

**Ms. Angnakak:** Thank you, Mr. Chairman. Welcome. I just want to go to your opening comments on page 3, I believe, where you talk about strengthening strategic developments across the department and realigning it to the Corporate Management Branch.

I guess my question here is I would like to know what kind of staffing impacts that had, if any, and perhaps just to get a better sense of how in the big picture this will make things flow or run better within the department. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk** (interpretation): Thank you, Mr. Chairman. This is about human resources, so I would like my deputy minister to respond to the question, Ms. Rowe.

**Chairman:** Ms. Rowe.

**Ms. Rowe:** Thank you, Mr. Chairman. There is no staffing effect caused by this change because one of the changes we did was moved the transportation and policy people to the Corporate Management Branch. Those people have been moved in and that's where there's a large dollar amount for the transportation initiatives program.

What we're looking to do is strategically use our money in order to gain momentum with things. Instead of just having one small pot of money being looked after by a certain group of people, we have put our largest programs together, which are the transportation initiatives program, the Strategic Investments Program, and then also the Country Food Distribution Program.

Those are our really highest level, highest funded programs. By putting those in corporate management in the directorate, we have all the same people working on those pots, so we know what everyone is doing at the same time so that we can better use our money. Thank you, Mr. Chairman.

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

**Ms. Angnakak**: Thank you. Thanks for your response. I have a better understanding.

On page 4 when you talk about increased support for core funding, there are different agencies here, regional chambers of commerce, Nunavut Arts and Crafts, and so on. How do you decide who you're going to fund? Because core funding is very unique, it's very hard to find funding for that purpose. How do you come about deciding who's going to get core funding and how do you give it priority? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk** (interpretation): Thank you, Mr.

Chairman. I will also refer this to my Deputy Minister, Ms. Rowe. Thank you.

**Chairman**: Ms. Rowe.

**Ms. Rowe**: Thank you, Mr. Chairman. What we have looked at is the organizations that, this year we have given them core funding or increased their core funding, are non-profit organizations that come back to us each year and apply for our program like the Strategic Investments Program. If they're coming back for the same thing every year, we looked at is it something that's worthwhile for Nunavut as a whole and, if it is and they can produce a business plan for us and tell us that what they're doing is successful, then we would look at core funding. As you mentioned, it's very hard to get core funding and it's very hard for those small organizations. Thank you, Mr. Chairman.

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

**Ms. Angnakak**: Thank you, Mr. Chairman. Thanks for your response. I think it's a wonderful thing. I do. I think it's something that we need to see more support in because there are so many entities like these that are mentioned in your opening comments that it is really hard to find that core funding. I would encourage the department to look at even increasing that kind of support. I think it's worthwhile.

I would like to go into something else. It's to do with your *Report on the Review and Reform of Income Assistance and Economic Development* that was tabled in the Legislative Assembly in June 2016. The report was



prepared by the Department of Family Services and the Department of Economic Development and Transportation.

The report indicated that your department would work with the Department of Education to explore a pilot project and that is to provide capital for new private daycare spaces in one of the communities. In which community will this pilot project be undertaken and when will it begin? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk**: Thank you, Mr. Chairman. That has not been decided yet. A committee has just been set up with the Department of Education to start talking about that. Thank you, Mr. Chairman.

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

**Ms. Angnakak**: Thank you, Mr. Chairman. Can the minister clarify what hasn't been decided yet, the pilot project to provide capital for a new daycare or which community the project will begin in? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk**: Thank you, Mr. Chairman. They are working on both details at this time. Thank you.

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

**Ms. Angnakak**: Thank you, Mr. Chairman. I hope that goes through because we need a lot more child care spaces in Nunavut.

Just to go on to something else again, your department's budget for the Country Food Distribution Program in 2016-17 was a little over \$1.5 million. As of today, how much of this budget has been spent? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk** (interpretation): Please wait a moment while I look for it.

Thank you, Mr. Chairman. For the Country Food Distribution Program to date in 2016-17, \$731,220 has been spent. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Are you done? Ms. Angnakak.

**Ms. Angnakak**: Thank you, Mr. Chairman. Out of the money being spent, how many proposals were received to date under the Country Food Distribution Program for the 2016-17 fiscal year? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk**: Thank you, Mr. Chairman. We don't have that level of detail here in front of us. If the member wishes, we can provide it through you, Mr. Chairman. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. (interpretation ends) I see her nodding her head. It would be, I'm sure, shared with the rest of us. (interpretation) Thank you. Mr. Keyootak.

**Mr. Keyootak** (interpretation): Thank you, Mr. Chairman. Some questions were already asked, but I would like to get clarification on country food. The smaller communities, for instance, the non-decentralized communities seem to need much more support, especially if no jobs are available. For example, my constituency community is non-decentralized. Smaller communities are treated that way.

I know our ancestors just distributed food without charge, but today we have to buy country food from other communities. In particular we know that in the Baffin region we buy a lot of caribou from the Kivalliq region. In our communities there is a clam digging business. Are there any plans to provide more support to the smaller communities? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk** (interpretation): Thank you, Mr. Chairman. I also thank the member. Under the Country Food Distribution Program, communities can submit requests up to a limit of \$30,000. We were going to review this program as some receive more than that amount.

In July 2016 the Qikiqtarjuaq community freezer burnt down. At that time support was granted to repair the freezer. The contribution program can be

used for purposes such as that, as well as for country food when hamlets submit a request and other recognized organizations, such as the HTOs. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Keyootak, are you done? Mr. Joanasié.

**Mr. Joanasié** (interpretation): Thank you, Mr. Chairman. Welcome, Minister Ell-Kanayuk and your officials.

I would first like to get clarification. In your business plan on page 200 the third bullet says, "Conduct studies which will determine the improvements required in order to initiate the re-design of the instrument approach procedures at several Nunavut airports." The status also states that "In May 2016, NAV Canada indicated that it will assume responsibility for the approach designs submitted for airports in Kimmirut, Pangnirtung and Qikiqtarjuaq." That would be handled by NAV CANADA.

Can you elaborate on why Nunavut Airports won't be responsible for them anymore and will be transferring them to NAV CANADA? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk** (interpretation): Thank you, Mr. Chairman. I want to respond properly. You are using your Chairman's role very well. We are in (interpretation ends) Corporate Management (interpretation) and I would like to ask if the member can ask his question again when we reach the Transportation Division. I

would likely have to call upon another witness for that question. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Thank you for calling me a good Chairman.

Mr. Joanasie, you can ask that question once we reach that branch. Do you have a question under K-4? Mr. Joanasie.

**Mr. Joanasie** (interpretation): Thank you, Mr. Chairman. While I'm waiting for that, I also have a question on page 201 under bullet 6. It states, "Identify funding opportunities available through the New Building Canada Fund and the Airport Capital Assistance Program."

I recently asked the minister about this issue, probably on February 24, with respect to the situation in Kimmirut. I believe the department was going to look for funding for this. My question is: if they find funding, what will be the result? I'm trying to get some clarification. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. I don't know if the minister can respond to that. It also falls under transportation. Minister Ell-Kanayuk, you have the floor. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk** (interpretation): Thank you, Mr. Chairman. I understand his question about this funding search. The funding was going to be identified by the (interpretation ends) New Building Canada Fund and the Airport Capital Assistance Program, (interpretation) which I believe he is asking about.

At this time, so I won't have to request a new witness, I can respond briefly. We are still anticipating a response in the upcoming few months in the short term when the federal government presents its budget. We have expectations and we would hope that funding will be provided to the northern projects that we could apply towards.

That is all I can respond with. After the federal budget presentation, we will be working with them on our options. Thank you, Mr. Chairman.

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

**Mr. Joanasie** (interpretation): Thank you, Mr. Chairman. I also thank the minister for the clarification. Moving on, if I have time, the Inuit Training Fund, I think I can ask under this branch. In your business plan on page 218 it has the Inuit employment targets and it shows the different categories up to senior positions.

However, in the (interpretation ends) senior management (interpretation) that I don't quite grasp, as of September 30, 2016, there were 11 positions, but as of March 31, 2018, there were only 10... . Oh, okay. I apologize.

There are two categories here, for example, middle management positions and professional positions. The figures indicate a drop of two positions. What is the reason for the reduction of the two positions? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk**

(interpretation): Thank you. We had an employee in that position under the (interpretation ends) Energy Secretariat (interpretation) that was transferred to another government department. That is the reason why that number fell. Thank you, Mr. Chairman.

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

**Mr. Joanasie** (interpretation): Thank you, Mr. Chairman. Within the same business plan specifically on page 219... . Thank you for identifying why the numbers fell. However, within your plan you have an internship program for Inuit, which is the Sivuliqtiksat program, the summer student employment program, and the Hivuliqtikhanut Program in place.

Do you have any positions filled with Nunavut beneficiaries? As an example, for these higher management positions, have you done any research into doing that? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk**

(interpretation): Thank you, Mr. Chairman. There are quite a number of programs the member referenced that apply to the whole government, such as the Summer Student Employment Equity Program, which my department is trying to improve. In 2015 we had 16 Inuit working for us and we have commenced our plans for recruiting more students. They can also take training at the higher level. This will be reviewed with that in mind. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Mr. Joanasie, any more questions?

**Mr. Joanasie** (interpretation): Thank you, Mr. Chairman. Another item relates to the various programs within government that are specific to employment training. However, there are other outside scholarships, such as airline engineering or pilot training. I noted that on page 220 it references the (interpretation ends) Aviation Scholarship (interpretation) Program specific for students. I suppose you have tried to recruit Inuit beneficiaries in the program. My question is: has this scholarship been utilized by Inuit? What is the status? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk**

(interpretation): Thank you, Mr. Chairman. We provide funding for the Aviation Scholarship Program. There were five students last year. We're now starting to expect a change because it's usually around \$30,000 that they can apply for their funding. Also the Aviation Scholarship Program is primarily aimed at pilot training.

There were Inuit who received \$5,000 for the 2015-16 school year. Now we're starting to consider an increase to the program funding. I believe that up to \$7,500 can be approved. We could allocate the funding for a fewer number of students, not just for pilot training. It could include administrative training at the airlines.

How can I say it in Inuktitut? I'm sorry. I don't think I said it properly in Inuktitut. I think it would be called

(interpretation ends) aviation management (interpretation) in English. The funding can be approved for air cadet training, which I believe is done through flight simulation. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. We're on page K-4. I have two more names on my list. Mr. Rumbolt.

**Mr. Rumbolt:** Thank you, Mr. Chairman. On page 199 of the business plan, the second last bullet, you talk about "Complete planning work for remediation and removal of decommissioned airport buildings in Qikiqtarjuaq, Coral Harbour, Nanisivik, Sanikiluaq and Resolute Bay." I'm wondering if you can give us an update today on where we are with this particular project. Thank you.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk, if you can't respond to the member right now, I know that the member can wait until we go to that page, but if you can respond to the question, I'll allow you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk** (interpretation): Thank you, Mr. Chairman. With your permission, Mr. Chairman, I would have to bring in a different witness. If you can't wait for that page, then we can do that. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you, Minister Ell-Kanayuk. (interpretation ends) Mr. Rumbolt, it's your choice. If you absolutely must have the answer this evening, the minister asked to bring one of her staff. Mr. Rumbolt, give me direction, please.

**Mr. Rumbolt:** Thank you, Mr. Chairman. No, I'll wait for that particular line item. Thank you.

**Chairman:** Thank you for that clear and precise direction. Ms. Angnakak.

**Ms. Angnakak:** Thank you, Mr. Chairman. I'm not sure now if I could ask these questions either. We're following the business plan under K-4. I believe that's what we're on. We're following the business and here, for example, I would like to ask questions about community transportation initiatives. I don't know if I can ask that or should I wait now.

I would also like to ask questions about responsible development and about the Nunavut Business Credit Corporation. I'm not sure what I should be doing. I give it back to you to decide, Mr. Chairman.

**Chairman** (interpretation): Minister Ell-Kanayuk, I believe Ms. Angnakak would like to ask questions on page K-4 of your main estimates. If you can bring in another official, we could do that right now because she would like to ask questions on page K-4. Minister Ell-Kanayuk, please respond.

**Hon. Monica Ell-Kanayuk** (interpretation): Thank you, Mr. Chairman. It seems like we can respond to the member's questions without changing officials. Thank you, Mr. Chairman.

**Chairman:** Thank you for that clear and precise answer. Ms. Angnakak.

**Ms. Angnakak:** Thank you, Mr. Chairman. I thank the minister for

clarifying that. Under Community Transportation Initiatives it says here in your business plan on page 197 that it “supports communities to develop local transportation facilities and infrastructure to connect communities to each other, natural resource development opportunities and traditional livelihood activities.” That’s a whole lot of different things you just put in one together. The budget was increased from \$1.5 million to \$4 million. Can you elaborate what you are trying to do here and what is the goal? Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk** (interpretation): Thank you, Mr. Chairman. We’re trying to increase the funding line item under Community Transportation Initiatives in 2017-18 to \$4 million and it will increase by \$2.5 million if you approve it.

We want to review a number of programs under this. As I stated earlier, this fund has been heavily tapped by a majority of the communities. I also tabled a document a few days ago for community transportation in 2016-17. On page 11 it elaborates the funding at the community level. I’ll speak in English.

(interpretation ends) Mr. Chairman, the program will allow communities to decide for themselves which projects provide the best use of government funds. Communities do have challenges that must be overcome in order to complete their projects as proposed, including short construction seasons, limited equipment, limited access to

engineering expertise, and limited funding.

The program is to attract infrastructure and investment. Furthermore, the communities can use this fund to enable them to increase their road and marine inventories in a shorter time frame. Thank you, Mr. Chairman.

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

**Ms. Angnakak**: Thank you, Mr. Chairman. I might ask a few more questions on that later on when we get into the next couple sections over.

The other question I have, let me just find it. You say on page 199 that you want to “Coordinate activities to promote economic growth through responsible development across all sectors and continue to promote a regulatory regime that will attract responsible resource developers.” In your business plan the status on that is that you continue to work with regulatory agencies. I’m wondering if you can give us an example of what you’re doing to achieve this goal. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk** (interpretation): Thank you, Mr. Chairman. I think I can respond to that question, but I would like to refer it to my Assistant Deputy Minister, Mr. Bernie MacIsaac. Thank you, Mr. Chairman.

**Chairman**: Mr. MacIsaac.

**Mr. MacIsaac:** Thank you, Mr. Chairman. What that section refers to is attracting investment to the territory. One of the key criteria that investors look at is how smooth and how easy is it for a proponent to move their way through the regulatory system. The Government of Nunavut, through EDT and also through other departments, participates in all major project reviews through the Nunavut Impact Review Board and the Nunavut Planning Commission. Thank you, Mr. Chairman.

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

**Ms. Angnakak:** Thank you. I'll probably be asking more questions on that later on when we get to the other sections.

I would like to ask a question now on the Nunavut Business Credit Corporation. One of the things that stood out, you have a budget of \$700,000, but in your description on page 198 of the business plan there are a whole lot of things that are going happen with that \$700,000. "...a combination of accessible finance and micro-financing support for higher risk Nunavut businesses. Included in this financing are term loans, loan guarantees and contract security bonding to enterprises that cannot obtain the necessary finances from other traditional..."

That seems like a lot to go into that \$700,000. Is it normal or reasonable to expect all of that from that kind of funding? I see it hasn't increased. Has there been any demand to increase that amount? Thank you, Mr. Chairman.

**Chairman (interpretation):** Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk:** Thank you, Mr. Chairman. The Nunavut Business Credit Corporation has been about the same. It has increased by about \$100,000. That provides for them to increase their corporation's outreach activities. The business credit corporation currently is able to function through the interest from the loans that they provide. Thank you, Mr. Chairman.

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

**Ms. Angnakak:** Thank you, Mr. Chairman. Thanks for that clarification. What's their core funding use out of that \$700,000? Thank you, Mr. Chairman.

**Chairman (interpretation):** Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk:** Thank you, Mr. Chairman. The \$700,000 is provided to them. It's mostly for salaries and their office. Thank you, Mr. Chairman.

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

**Ms. Angnakak:** Thank you, Mr. Chairman. I don't think I understood her question perhaps, I mean her answer.

>> *Laughter*

I understood my own question. My question was: out of that \$700,000, how much of it is used for their core funding versus all these other things like term loans, loan guarantees, and that? It's kind of what I was looking for. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk:** Thank you, Mr. Chairman. With your permission, I'll let Ms. Rowe answer that as she has been there before. Thank you, Mr. Chairman.

**Chairman:** Ms. Rowe.

**Mr. Rowe:** Thank you, Mr. Chairman. The \$700,000 is their core funding. They use that to enhance their spending because the interest on their loans isn't enough to support them fully yet. The \$700,000 goes towards activities they do. It was increased by \$100,000 to help them with community outreach. The \$700,000 is just really a portion of the money they use for operations. The description here basically talks about everything that the Nunavut Business Credit Corporation does. We're just giving \$700,000 towards those activities. Thank you, Mr. Chairman.

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

**Ms. Angnakak:** Thank you, Mr. Chairman. As I understand it, the \$700,000 is used for the core funding for salaries, O&M, and everything else. All these other things like term loans, loan guarantees, and everything are actually funded through a different source. Is it the \$1 million funding that they get to provide loans? I don't know. Can you clarify that, please. Thank you, Mr. Chairman.

**Chairman** (interpretation): Thank you. Minister Ell-Kanayuk.

**Hon. Monica Ell-Kanayuk:** Thank you, Mr. Chairman. If I don't answer this properly, I can ask Ms. Rowe to attempt after myself.

They have a portfolio of over \$20 million in loans across the territory and the growing private sector, fulfilling the financial needs of entrepreneurs who require between \$250,000 and \$1 million in loans or guarantees from the way they do their loans. Thank you, Mr. Chairman.

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

**Ms. Angnakak:** Thank you. Thanks for your response. I understand that the \$1 million is the limit they can actually loan out.

In your business plan just the word "included in this financing" it says, so it led me to believe that the \$700,000 did all of that too. Just the way it was worded, it was a little bit confusing. That's all from me. (interpretation) That's just a comment. (interpretation ends) Thank you.

**Chairman** (interpretation): Thank you. We are on Economic Development and Transportation. Corporate Management. Total Operations and Maintenance, to be Voted. \$21,282,000. Do you agree?

**Some Members:** Agreed.

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

**Mr. Mikkungwak** (interpretation): Thank you very much, Mr. Chairman. I move a motion to report progress. Thank you very much, Mr. Chairman.



**Chairman** (interpretation): Thank you, Mr. Mikkungwak. There is a motion on the floor and the motion is not debatable. All those in favour of the motion, raise your hand. Thank you. I will now rise to report progress to the Speaker. Sergeant-at-Arms, please escort the 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 Bill 34 and the main estimates, and would like to report progress. Also, Mr. Speaker, I move that the Report of the Committee of the Whole be concurred with. Thank you, Mr. Speaker.

**Speaker** (interpretation): There is a motion on the floor. Is there a seconder? Mr. Shooyook. The motion is in order. All those in favour. Thank you. All those opposed. The motion is carried.

(interpretation ends) Item 21. Third Reading of Bills. Item 22.

(interpretation) *Orders of the Day*. Mr. Clerk.

**Item 22: Orders of the Day**

**Clerk** (Mr. Quirke): Thank you, Mr. Speaker. *Orders of the Day* for March 10:

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 19
  - Bill 26
  - Bill 27
  - Bill 28
  - Bill 30
  - Bill 32
  - Bill 33
  - Bill 34
  - Bill 35
  - Bill 41

- Bill 43

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, March 10, at  
9:00 a.m.

(interpretation) Sergeant-at-Arms.

>>*House adjourned at 19:47*

# **Appendix – March 9, 2017**



## **Return to Oral Question**

**Asked by:** Paul Okalik, MLA for Iqaluit Sinaa

**Asked of:** Hon. George Kuksuk, Minister of Languages

**Number:** 618-4(3)

**Date:** February 28, 2017

**Subject:** The Inuit Language Protection Act and the Private Sector

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**Question: Mr. Okalik** (interpretation): Thank you, Mr. Speaker. Two days ago, I tabled a document in the Legislative Assembly. It was a letter I had written last spring to the Minister Responsible for Languages enquiring as to when legislation would come into force for private business who do government work. They need government funding for assistance in the implementation of Inuktitut languages.

Under the legislation, private business would be required to provide Inuit language services for their own staff. The Act has still not gone into force and the minister responded that it would take effect on April 1 this year. If that is the case, that is excellent news because we live in the Inuit homeland. Inuit deserve support to keep their own language strong and vibrant. Can the minister give us a clear update on whether this promised date is actual or not? Thank you, Mr. Speaker.

**Response:**

After careful considerations and consultations with my colleagues, significant additional work is required to have policies and procedures in place to fully support the private sector's and government's language obligations.

In addition, without a Languages Commissioner to enforce these provisions at this time, it has been determined that a coming into force date later in 2017 would be more prudent.

Nevertheless, I am pleased to report that I obtained support from my colleagues to have sections 3 to 5 of the *Inuit Language Protection Act* and 12(7)(c) of the *Official Language Act* be brought into force on July 9, 2017.

This date was chosen due to its symbolic importance for Nunavut Inuit, respectively as Nunavut Day, or the day that the *Nunavut Land Claims Agreement* became law in 1993.

By bringing these sections into force, this will fulfill the Government of Nunavut's promise to Nunavummiut that the Inuktitut language is and remains a top priority for our government, while serving as an important stimulus for all parties involved to take advantage of additional time to prepare to be in full compliance with the legislation.

In the next few months, the Department of Culture and Heritage will coordinate a number of implementation activities, in collaboration with departments such as Economic Development and Transportation and Community and Government Services. External bodies such as the Inuit Uqausinginnik Taiguusiliuqtiit and the Office of the Languages Commissioner will also provide an important contribution of their own to support implementation.

In 2017-18, implementation activities will include:

- A public education and marketing campaign to encourage and promote the use of Inuktitut by all private sector bodies operating in Nunavut.
- A small incentive grant program will be established by Culture and Heritage to assist Nunavut-based private sector organizations with their language obligations, such as signage, translations of bills, menus and other documents, or cover the fees to attend language courses for staff.
- Acknowledging outstanding achievements and compliance by businesses with their language obligations, through an awards program administered by the Inuit Uqausinginnik Taiguusiliuqtiit (IUT).
- Continue to assist businesses and others with the correct usage of terminology and orthography on signs and other documents (IUT).
- We also have been informed that the Office of the Languages Commissioner will further update its guidelines and templates to assist businesses with the development of Inuit Language Plans, and how and when they can seek an accommodation, in accordance with the Act.

With the coming into force of July 9, 2017, we believe that this will provide private sector organizations additional time to prepare for compliance, while informing the public and parties involved on the language legislation and requirements.

Additional financial and human resources may also be identified, during the development of Uqausivut 2.0, the Government of Nunavut's comprehensive implementation plan pursuant to the Official Languages Act and Inuit Language Protection Act. These would improve the effective and efficient coordination and management of the implementation, monitoring and evaluation of language obligations, policies, programs and services by departments and public agencies. During the setting of priorities between March and July 2017, the department of Culture and Heritage will lead consultations with various departments, municipalities, Inuit, Francophones, Anglophones, and other impacted parties. The final plan would be presented in September 2017 to the Legislative Assembly.

Matnaluavik