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Government of Nunavut Responses to
Recommendations by the Standing Committee
On Government Operations and Accountability
Dated November 24, 2004

Nunavut

Standing Committee Recommendation #5 of the Government Operations and Accountability Committee Report indicated:

That the Government of Nunavut's policy and/or guidelines with respect to the awarding of performance bonuses is revised to explicitly prohibit the awarding of bonuses to executive-level officials whose departments violate the Financial Administration Act with respect to over-expenditures. This policy should apply to Crown corporation executive management who do not meet the terms and conditions of the letters of expectation that are issued by the Government.

ᐸᐃᔨᑦ:

ᐃᐅᑦᑭᐅᑦ ᐱᑦᑎᑦᑭᑦᑭᑦᑭᑦᑭᑦ, ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐱᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ. ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ.

ᐱᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐱᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ.

ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ ᐃᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦᑭᑦ.

Response:

In the awarding of performance bonuses, consideration is given to financial results. Deputy Heads and Senior Managers are held accountable for monitoring expenditures within approved departmental allocations.

Financial results are a significant part of the evaluation but there are many other important considerations. Other relevant factors or circumstances may lead to over-expenditures and may be, partly or wholly, beyond management control. There have been completely unforeseen events with adverse financial effects; examples include matters of public safety and well-being.

Revisions to the current policy and the guidelines with respect to the awarding of performance bonuses need to continue to take into account all the factors that impact the final financial results of a department, agency or Crown Corporation.

